

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:54 AM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

Good Morning Becky,

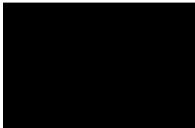
The purpose of the meeting is to discuss CB West Girls' LAX coaching for the 2019-2020 school year as outlined in the subject line of the invitation of the meeting. I understand that you were suggesting meeting prior to the practice at 2:15 pm. However, that is part of your contractual day and I do not want to interfere with your contractual time. You had previously indicated that you would prefer not to give up your prep time as that is not time that you can get back. I am hoping that you see that I am working to keep these two roles separate so they do not affect or take anything away from either role.

Now that the 3-4:30 pm scheduled practice is being cancelled, I will expect to meet with you at 20 Welden at 3:00 pm. I want to be perfectly transparent and share with you that failure to attend this meeting regarding CB West Girls' LAX coaching for the 2019-2020 school year could result in disciplinary action.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



This e-mail may contain PRIVILEGED AND CONFIDENTIAL INFORMATION intended only for the use of the Individual(s) named above. If you are not the intended recipient of this e-mail, or the employee or agent responsible for delivering this to the intended recipient, you are hereby notified that any dissemination or copying of this e-mail is strictly prohibited. If you have received this e-mail in error, please immediately notify the sender by email or telephone at 267-893-2084.

-----Original Appointment-----

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:17 AM
To: DIDIO HAUBER, ANDREA
Subject: Tentative: CB West Girls' LAX - Coaching
When: Wednesday, September 4, 2019 3:00 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).
Where: 20 Welden

Andrea-

I understand your directive. I was hoping you could see that I would like to meet before the practice.

What is this meeting about?

I don't know that I can make it today.

Becky

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DIDIO HAUBER, ANDREA

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To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A
Subject: RE: CB West Girls' LAX - Coaching

Good Morning Becky,

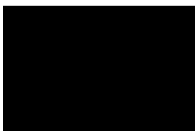
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Becky

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DIDIO HAUBER, ANDREA

Subject: CB West Girls' LAX - Coaching
Location: 20 Welden

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A
Optional Attendees:Timothy Donovan

Good Morning Becky,

I was clear in my original email that there should be no practices scheduled until we have had a chance to meet. I realize that this was already scheduled when I sent that email. However, since we have not met yet the 3-4:30 pm LAX practice has been cancelled.

We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

Subject: Canceled: Meeting - CB West Girls' LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Importance: High

DIDIO HAUBER, ANDREA

Subject: Meeting - CB West Girls' LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required AttendeesCARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Becky,

The 3-4:30 pm LAX practice has been cancelled.

We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, September 3, 2019 8:17 PM
To: CARTEEHARING, REBECCA
Cc: LUCABAUGH, ABE; HUNT, HENRY A; TURNER, DANIELLE W
Subject: Re: Meeting

Good Evening Becky,

Please advise what time you are available to meet tomorrow. No off season practices are to occur until we have had an opportunity to meet. If some have already occurred that is fine, but they are not to continue until we've met.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901
Email: adidio@cbsd.org
Phone: [267-893-2084](tel:267-893-2084)
Fax: [267-893-5800](tel:267-893-5800)

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On Sep 3, 2019, at 7:30 PM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Good evening-

I am unable to meet tomorrow. Maybe we can set up a different day?

Becky

Sent from my iPhone

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DIDIO HAUBER, ANDREA

Subject: Meeting - LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM

Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Becky,

We would like to have a brief meeting at 3 pm to discuss Girls LAX. We will meet at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Monday, June 17, 2019 9:56 AM
To: CARTEEHARING, REBECCA
Cc: LUCABAUGH, ABE; DONOVAN, TIMOTHY
Subject: Re: letter

Good Morning, Becky

Thank you for your email. If deemed appropriate we will notify you and your attorney.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

20 Welden Drive

Doylestown, PA 18901

Email: adidio@cbsd.org

Phone: [267-893-2084](tel:267-893-2084)

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On Jun 17, 2019, at 8:12 AM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Good Morning-

I just wanted to notify you that a cease and desist letter is being sent today to [REDACTED] requesting that they stop making false and defamatory comments about me to third parties. I am quite nervous about her reaction. I would appreciate if she contacts the school district regarding this matter that you let my attorney, Cheryl Garber (cheryl@garberlawllc.com) know if you feel it is appropriate.

Thank you-

Becky

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Thursday, June 13, 2019 9:27 PM
To: CARTEEHARING, REBECCA
Cc: LUCABAUGH, ABE; DONOVAN, TIMOTHY; KOPICKI, JOHN; TURNER, DANIELLE W
Subject: Re: Meeting

Becky,

Of course, just make sure Tim is aware so he can find any coverage needed.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

20 Welden Drive

Doylestown, PA 18901

Email: adidio@cbsd.org

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On Jun 13, 2019, at 7:29 PM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Andrea-

Okay, that should be fine. Would it be okay if I brought a colleague for support?

Thank you-

Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>

Sent: Thursday, June 13, 2019 10:37 AM

To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>

Cc: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>

Subject: RE: Meeting

Becky,

We can make ourselves available tomorrow at 11 am at 20 Welden prior to our departure for graduation.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
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<image001.png>

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Subject: RE: Meeting

Andrea-

Thank you for your concern. I am home sick today. Could we meet at another time?
Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Thursday, June 13, 2019 10:18 AM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Subject: Meeting
Importance: High

Good Morning Becky,

I am in receipt of your emails and have spoken with Dr. Lucabaugh this morning regarding the text messages that you sent him last evening. It is imperative that we meet today. [REDACTED]
[REDACTED] That being said, please meet with Dr. Lucabaugh and I today at 12 pm at 20 Welden Drive to discuss how we plan to assist you through this time.

Thank you,

Andrea

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<image001.png>

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Importance: High

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[REDACTED] That being said, please meet with Dr. Lucabaugh and I today at 12 pm at 20 Welden Drive to discuss how we plan to assist you through this time.

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Subject: Meeting

Importance: High

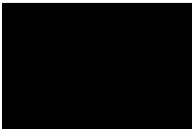
Tracking:	Recipient	Read
	CARTEEHARING, REBECCA	Read: 6/13/2019 10:19 AM
	LUCABAUGH, ABE	
	DONOVAN, TIMOTHY	Read: 6/13/2019 10:20 AM
	KOPICKI, JOHN (JKOPICKI@CBSD.ORG)	Read: 6/13/2019 10:57 AM
	TURNER, DANIELLE W	Read: 6/13/2019 10:22 AM

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Thursday, May 23, 2019 3:39 PM
To: CARTEEHARING, REBECCA
Cc: KOPICKI, JOHN; DONOVAN, TIMOTHY; LUCABAUGH, ABE; TURNER, DANIELLE W; Jeffrey P. Garton
Subject: RE: evidence

Hi Becky,

You would follow normal procedure and notify your Principal.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Thursday, May 23, 2019 2:30 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; Jeffrey P. Garton <JGarton@begleycarlin.com>
Subject: RE: evidence

Hi Andrea-

Okay thank you for getting back to me. What if it took place on school property during the school day and in my classroom during a meeting that was supposed to be private.

Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Thursday, May 23, 2019 2:26 PM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; Jeffrey P. Garton

<JGarton@begleycarlin.com>

Subject: RE: evidence

Good Afternoon Becky,

The school district has no jurisdiction over criminal conduct. If you believe that criminal conducted occurred then you should contact Central Bucks Regional Police at 215-345-4143.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

Phone: 267-893-2084

Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>

Sent: Wednesday, May 22, 2019 7:00 PM

To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>

Subject: evidence

Good evening-

I have evidence that [REDACTED] taped me and admitted to taping me, without my knowledge before October 21, 2018 (right after I got the job and well before she held the infamous Sunday "practices") and she admits to understanding that she could get into trouble for doing so and also requests that another student not ever mention it again.

This is criminal- especially since she and her mother intended to use tapes to get me fired as head coach and because it has also come to my attention that she played the tapes for others.

What is the normal procedure the school district would go through? Will the police be contacted?

This family has conspired against me since I was hired. I would like to believe that the district would truly support me. I just want to understand my rights.

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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Subject: RE: evidence

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Thank you,

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To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Subject: evidence

Good evening-

I have evidence that [REDACTED] taped me and admitted to taping me, without my knowledge before October 21, 2018 (right after I got the job and well before she held the infamous Sunday "practices") and she admits to understanding that she could get into trouble for doing so and also requests that another student not ever mention it again.

This is criminal- especially since she and her mother intended to use tapes to get me fired as head coach and because it has also come to my attention that she played the tapes for others.

What is the normal procedure the school district would go through? Will the police be contacted?

This family has conspired against me since I was hired. I would like to believe that the district would truly support me. I just want to understand my rights.

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Friday, May 10, 2019 5:19 PM
To: CARTEEHARING, REBECCA
Cc: [REDACTED]
Subject: RE: hiring

Becky,

I just wanted to send you a quick email to let you know that I have been dealing with some other pressing matters regarding healthcare and will get back to you as soon as I am able.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Thursday, May 9, 2019 8:06 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: [REDACTED]
Subject: hiring

Hi Andrea-

I thought I would answer your question from the email last night separately. After I was hired in October, at the meeting at which Henry and Tim told me I got the job, they asked if I had assistants in mind. When I said no, they said that they didn't think, based on their interview, that it would be a good idea to hire her as an assistant. We discussed how she claims she played at the University of Maryland, but yet she is not listed anywhere on their all-time roster and I recounted how she told a friend of mine (who she didn't know was my friend) in July of 2018 that she was the head coach of CB West. Given that knowledge, I said that I had plenty of time to look for assistants and at the time we talked about another woman who interviewed. Later that night, Tim called me and said that if I wanted to hire her that he would support me. But we both agreed that it wasn't a good idea.

My disappointment in the hiring also is because by the time the middle school position was posted (12/21/2018), she had already made it clear her dislike and disapproval of me to multiple administrators, school board members and people in the community. By the time of the hiring, she had already threatened on multiple occasions to hire a

lawyer. In the code of conduct that all coaches sign it reads, "5. The coach shall promote the entire interscholastic program of the school and direct his/her program in harmony with the total school program." At this point it was clear that there could be no harmony because of the disparaging remarks she had already made about me and her complete disapproval of me as the head coach.

At my meeting on 3/31 with Tim, Danielle and Henry, when I asked that the player be removed for violating player expectations, I was told that I should have involved myself in the hiring process of the middle school, that no one at the high school knew she applied for that position or that the position was open and that she was the only person who applied. I asked in that meeting who gave final approval for the hiring and wouldn't that have to be approved by someone outside of the middle school? When I brought up my continued concern about my daughter and how I felt that my husband never received responses to his concerns, while meetings with administrators were held on behalf of one of my players immediately and he can't even get a read receipt, I was told to document my concerns and to feel free to contact the middle school AD and principal. I completely understand that discipline of an employee cannot be shared, but that certainly doesn't negate someone answering my husband's emails and at least acknowledging his concern- does it?

These are the reasons why I think an apology would be nice and would mean a lot to me and my husband- imagine finding out that someone who clearly dislikes you, someone who has threatened lawyers against the district they are now hired in, who has had her daughter audio tape you and has claimed that I "will be so embarrassed by the tape I should not hear it," will now be a fellow employee, a sending coach to your program and will spend hours a week with your daughter and future athletes to your program and there will be no other adult present- it was unsettling to say the least. And perhaps if an apology is not possible, maybe it would be a good practice going forward that head coaches and their ADs at least get to be some part of the hiring of middle school coaches.

Again, I appreciate your support. I just wanted you to see my point of view on this matter.

Becky

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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DIDIO HAUBER, ANDREA

From:	DIDIO HAUBER, ANDREA		
Sent:	Wednesday, May 8, 2019 3:45 PM		
To:	CARTEEHARING, REBECCA		
Cc:	KOPICKI, JOHN (JKOPICKI@CBSD.ORG); LUCABAUGH, ABE; DONOVAN, TIMOTHY; TURNER, DANIELLE W; HUNT, HENRY A		
Subject:	RE: questions/concerns		
Tracking:	Recipient	Recall	
	CARTEEHARING, REBECCA		
	KOPICKI, JOHN (JKOPICKI@CBSD.ORG)		
	LUCABAUGH, ABE		
	DONOVAN, TIMOTHY	Failed: 5/9/2019 9:20 AM	
	TURNER, DANIELLE W		
	HUNT, HENRY A		

Good Afternoon Becky,

I am going to attempt to answer your [REDACTED] ions and assuage your concerns. When a formal complaint is made of bullying/harassment the district is obligated to investigate the allegation. That does not presume that the allegations are true. That is the need and purpose of an investigation.

While I understand that the specific term harassment was not used by Dr. Kopicki to explain the matter to you that does not negate the fact that the allegation is one that indicates that a student is alleging that they have been bullying/harassed.

It is an accurate statement that an email went out to the team indicating that there was going to be an investigation as is required to provide an advance notice, so parents are aware that their child is being questioned. I am sorry that your husband was made aware via email prior to your knowledge. However, to be clear Mr. Donovan, Ms. Turner, Dr. Lucabaugh, Dr. Kopicki and myself have all repeatedly told you that you are fine and supported. I am not sure how much clearer we could have been with you.

We certainly appreciate that you have kept the claims quiet. However, the other party has not, and we are obligated to formally investigate. Therefore, it is impossible to keep the claim under wraps when trying to conduct an investigation.

The assertion, not charges is that a student has claimed to be bullying/harassed as well as verbally and/or emotionally abused by Coach Cartee. The district t has received multiple calls, face-to-face meetings for which you have been present and written emails asserting the above. While the district to date has found no evidence of bullying/harassment we are required to conduct a full and through investigation to ensure all parties have been interviewed and able to speak regarding their experience.

We are in a policy review with PSBA and policy 148. I have included all policies that have been used in this matter. They include CBSD Policy 122 Extracurricular, Co-curricular Activities and Athletics; CBSD Policy 249 Bullying/Cyberbullying; and CBSD Policy 448 Unlawful Harassment.

Dr. Lucabaugh informed each and every person being interviewed that this was a confidential matter and not to be discussed out of the confines of the room and with Dr. Lucabaugh. I wish I could control the gossip and inuendo. Unfortunately, while we can advise people of our expectation for confidentiality, we cannot control it.

We will most certainly share the outcome of the investigation with you. I am not able to confirm how the team or community will find out the results as that is a decision made by the Superintendent. The consequences for filing a false report will be addressed with the individual(s) involved. It is not appropriate for me to share those consequences.

While you may believe that [REDACTED] has not been addressed or been spoken to regarding the appropriateness of asking [REDACTED] about players on the field the district is not in the practice of sharing these details with others outside of the people involved directly in the matter which means it would be discussed with the individual and the Athletic Director. Has [REDACTED] continued to ask her about players on the field? To my knowledge that practice has ceased.

Again, I need to reiterate that the discipline of an employee will never be shared with another employee of this district as it is confidential in nature and a personnel matter. I am not clear on why you believe you should receive an apology for another building hiring a coach based on interview. May I also obtain some clarity on who informed you that you were not permitted to hire [REDACTED]? This is the first I am hearing of this assertion.

I am not able to inform a Board Member that he is not permitted to speak to an employee. However, I will ask the Superintendent to speak to [REDACTED] informing him that his presence is a distraction to you and that you are uncomfortable.

There is an administrator present at every game. I encourage you to ask them to escort you to your car after the game. I will notify Danielle and Henry today that an Administrator is to escort you to your vehicle after the games.

I assure you that while you feel that the investigation into Bullying/Harassment was a win for them the outcome will prove that the safety and security of all of our students is paramount and getting to the bottom of a situation is what is best for the students and coach.

You indicated that you are wondering what your protections are as an employee. I encourage you to read and review policy 448 attached herein and determine whether or not you feel as though you have been the subject of unlawful harassment. Should that be the case you will need to complete the attachment to 448 included herein.

You also indicate that you have been distraught. I want to remind you that we do have employee assistance program available for your use that is completely confidential. [REDACTED]
[REDACTED]

As I have repeatedly shared with you please feel free to email, text or call me and I will assist in any way I am able. Once again, my email is: adidio@cbsd.org; [REDACTED] cell phone and [REDACTED] office extension.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, May 8, 2019 8:09 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: [REDACTED]
Subject: questions/concerns

Hi-

As I am sure you are aware, currently there is an investigation into claims of harassment against me. I am writing to you with a few concerns:

- When I spoke with Dr. Kopicki on Monday 5/6 he told me that there would be an investigation, which I welcomed. What was not made clear to me is that the term harassment would be involved and associated with me as the target of the investigation.
- An email went out to the parents of my entire team, and while I am grateful that my name wasn't in the email, my title was and so of course everyone receiving it knew that the investigation is around me. This email went out even before my JV team finished their game. My husband received this email before I knew about it and was distraught. I never received a copy of the email from the school district.
- I have done everything in my power to keep the claims against me and the details of the past seven months quiet- the team had no idea until that email went out the extent of the claims, and I preferred it that way considering the claims against me have not been substantiated.
- I have not been aware of the specific charges against me of harassment- have there been? What are they? I also don't completely understand what the person making the charges was not first questioned before the entire team.
- I have emailed and my husband emailed (he is a parent of a player) asking about school board policy 148. It does not exist. I have not gotten a formal response as to what policy I am being investigated under. Can you please forward me the policy?
- By yesterday afternoon, teachers in my building knew about the investigation and texted me. My younger daughter's best friend at Lenape was sent a text by her brother asking what was going on and that I was being investigated for harassment. Her friend then said something to her. This is an awful position to place her. Kids I teach know, as I teach siblings of players on the team.
- I have done everything I can to follow the wishes of the school district. I have documented everything and it has taken hours and hours. I have been told over and over that I am supported, yet I have been in meetings and told I cannot remove the player from the team, I have been told that I am insubordinate, and now I am being investigated for harassment. I have asked to have other people with me during meetings and I have been told, I am not part of the union. At every turn, I feel that the concerns of the family have been legitimized by every meeting I have had to be in to answer their concerns. And now, with one email, my reputation has been called into question because the way the email is written makes it seem that the claim was legitimate enough to warrant an investigation.
- I have not been made aware of next steps and I have no idea what to expect will happen at the conclusion of this investigation. How will I find out the results, how will my team find out, how will the Central Bucks community be made aware? What are the consequences for the false claims by the student and the parent, who is also an employee?
- Both of my daughters are distraught- my older daughter spent the day in guidance yesterday after she called me sobbing and my younger daughter has been in tears at home about having to go to practice and games with [REDACTED]. My younger daughter continues to feel uncomfortable with [REDACTED] as her coach, yet to my knowledge [REDACTED] has never been brought into a meeting for her behaviors of asking [REDACTED] about players to field, which my husband outlined in an email (to which there was ZERO response- not even a "hey we received your email") and [REDACTED] actions of not being supportive of me and the high school program (talking ill of me as a coach, approaching refs after a contest to make claims about my players) do not seem to be of concern, as she continues to coach the middle school team. She has continued to email claims that I am a bully and vindictive

and to my knowledge, except when you stopped her after she said I had a “history of being vindictive” in the 4/10 meeting, she has not been reprimanded. Nor has anyone apologized to me that she was hired as the coach in the first place after I was told not to hire her.

- I don’t like that [REDACTED] approached me and discussed my employment or that he stood on the team sideline behind the scorers table at our game on Monday. I would like to make it clear to him that given his extended involvement with [REDACTED], I do not want him to approach me. He is welcome to come to our games, but his presence while I am coaching on the sideline makes me completely uncomfortable and was absolutely a distraction to me Monday during an extremely important game. I worried that he was going to approach me again.
- I am distraught I feel nervous walking to my car alone. I worry about my younger daughter constantly. I have expressed on numerous occasions that my concern about this family is not hyperbolic- they have been known to lie. I don’t believe they will be satisfied until real harm is made against me. Investigating me for harassment was a win for them for sure.

I hope that you will respond to my questions above. I really, really have tried to be patient, but I am wondering what my protections are as an employee?

Becky

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, April 30, 2019 9:04 PM
To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; TURNER, DANIELLE W; HUNT, HENRY A; LUCABAUGH, ABE
Subject: Follow Up

Good Evening Becky,

Wanted to follow up and thank you for meeting with Tim, Danielle and I on Monday morning to discuss the email you sent Friday morning and the concerns that you have been communicating with us regarding the concerns that you are having with a parent and student from the LAX team.

I want to confirm a few things for you:

- We are here to support you
- District expectations are that you coach the LAX team
- District expectations are that you coach each and every one of the girls like you would anyone you need to provide feedback
- For your own peace of mind and security have your Assistant Coach with you anytime you need to provide feedback to the student in question
- You are welcome to and should follow up in email to Tim and Danielle if you provide feed back to said student so they are able to provide support and corroboration of the message delivered
- You are the Head Coach we support that and expect that you make decisions like you normally would as a Head Coach
- If you choose to play the student as the Head Coach that is your decision like with any other student
- If you choose not to play the student in questions as the Head Coach that is your decision just like with any other student

[REDACTED]
[REDACTED] That is a lot to deal with when you are not also dealing with a very stressful coaching season this year. I just want to remind you that Tim, Henry, Danielle and I are here to support you always, but especially through these final weeks in your very successful girls LAX season. [REDACTED]
[REDACTED]
[REDACTED]

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084

Fax: 267-893-5800



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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, April 30, 2019 9:22 AM
To: CARTEEHARING, REBECCA
Subject: RE: Last night

Hi Becky,

We are working through this with Tim. We will be in touch asap. Remember heads up. You are supported!

Thank you,
Andrea
Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800

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-----Original Message-----

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Tuesday, April 30, 2019 6:16 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: Last night

Andrea-

Two concerning issues last night:

1. [REDACTED] approached the three officials and made an accusation about one of my players. [REDACTED] heard the conversation and intervened. Also, it was clear she had communicated with the opposing team's coach about me and the situation with her daughter. I know the coach from the other team (I played at Rutgers with her) and she would not talk to me before the game and told me at the end "you have some nasty players."
2. [REDACTED] waited for me after the game, approached me and discussed my employment as a teacher and a coach.

I wanted to enjoy the win last night. But the events of the evening put a damper on that.

My younger daughter heard an exchange between [REDACTED] and the North Penn coach who my daughter knows from her club team. Last night she told me that she wants the season over at Lenape....saying "I just can't believe how she pretends to be nice to me while doing all of these things to you."

My older daughter was in tears....

Sent from my iPhone

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Monday, April 29, 2019 5:34 AM
To: CARTEEHARING, REBECCA
Subject: Re: Guidance

Hi Becky,

I will be over at West first thing to see you. I'll be there by 7:15 and we can touch base.

Thank you,
Andrea
Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: [267-893-5800](tel:267-893-5800)

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On Apr 29, 2019, at 3:54 AM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Hi Andrea-

I am writing to you at 3:45 am. I haven't slept all night. I am getting increasingly nervous about the entire situation. Yesterday at practice there was a weird incident. Danielle has been extremely supportive and I do feel that everyone is so understanding.

I just want to be honest and let you know that I am doing my very very best, but my health and my ability to get my work for the classroom accomplished have been so negatively impacted. I am behind on what I need to do for my students. Not because of the normal demands of being a coach, but because of the time and stress of this situation.

[REDACTED]

I would appreciate some advice on how to handle this.

Thank you-
Becky

Sent from my iPhone
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DIDIO HAUBER, ANDREA

Subject: LAX Communication Expectations
Location: 20 Welden Drive
Start: Wed 4/10/2019 11:00 AM
End: Wed 4/10/2019 11:30 AM
Show Time As: Tentative
Recurrence: (none)
Meeting Status: Not yet responded
Organizer: DIDIO HAUBER, ANDREA
Required Attendees: CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY; [REDACTED]; GEIGER, GRACEMARIE

DIDIO HAUBER, ANDREA

Subject: LAX Communication Expectations
Location: 20 Welden Drive
Start: Wed 4/10/2019 11:00 AM
End: Wed 4/10/2019 11:30 AM
Show Time As: Tentative
Recurrence: (none)
Meeting Status: Not yet responded
Organizer: DIDIO HAUBER, ANDREA
Required Attendees: CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY; [REDACTED]

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Sunday, April 7, 2019 11:36 AM
To: CARTEEHARING, REBECCA; [REDACTED]
Cc: TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY
Subject: Girls LAX Communications

Good Morning [REDACTED] and Coach Carteeharing,

I am writing to request a time for us to meet this upcoming week to discuss the district's expectations of coach/player and coach/parent communications moving forward. Until that time I would request that Tim Donovan, Henry Hunt, Danielle Turner be cc:ed on any emails sent between the two of you.

Please let me know your availability at the following times:

Tuesday, April 9th 11:00 am or 3:30 pm

Wednesday, April 10th 11:00 am or 3:00 pm

Thursday, April 11th - Anytime between 1:30 to 5:00

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901

Email: adidio@cbsd.org

Phone: [267-893-2084](tel:267-893-2084)

Fax: [267-893-5800](tel:267-893-5800)

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Thursday, April 4, 2019 12:57 PM
To: CARTEEHARING, REBECCA
Subject: Re: meeting location

Hi Becky,

I just confirmed, main conference room at West.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

20 Welden Drive

Doylestown, PA 18901

Email: adidio@cbsd.org

Phone: 267-893-2084

Fax: 267-893-5800

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On Apr 4, 2019, at 12:54 PM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Hi Andrea-

Is there a meeting location?

Thanks-

Becky

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, April 2, 2019 9:41 AM
To: CARTEEHARING, REBECCA
Cc: TURNER, DANIELLE W
Subject: Re: Meeting - Girls Lacrosse

Good Morning Becky,

Myself, Danielle Turner and you. I'm not sure why you would need someone to take notes. Anything that comes from the meeting I can certainly follow up in writing if that is your concern. As I am sure you are aware coaching positions are no longer part of the CBEA collective bargaining agreement.

We will meet Thursday at CB West at 1 pm. Mr. Donovan will secure me a conference area for us to meet. I will let you know where that is as soon as I am aware.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901
Email: adidio@cbsd.org
Phone: [267-893-2084](tel:267-893-2084)
Fax: [267-893-5800](tel:267-893-5800)

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On Apr 2, 2019, at 6:10 AM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Good Morning Andrea-

I just had two quick questions. Who is attending the meeting and would it be wise for me to bring someone to take notes?

Thanks-

Becky

Sent from my iPhone

On Apr 1, 2019, at 4:40 PM, DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG> wrote:

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<meeting.ics>

DIDIO HAUBER, ANDREA

Subject: Meeting - Girls Lacrosse
Location: CB West
Start: Thu 4/4/2019 1:00 PM
End: Thu 4/4/2019 2:00 PM
Show Time As: Tentative
Recurrence: (none)
Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Friday, March 29, 2019 5:12 PM
To: CARTEEHARING, REBECCA
Subject: RE: Follow Up

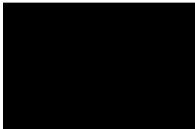
Hi Becky,

Please let me know what your availability is on Wednesday from 9 am -11 am or 1:45 to 5 pm or Thursday at any point other than from 10-11 am.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Thursday, March 28, 2019 10:42 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: RE: Follow Up

Hi Andrea-

I tried to call and touch base yesterday. I have a busy week this week, so maybe we can meet some time next week? Also, would you be able to give me a list of the specific concerns that relate to me. That has been the frustrating aspect of this entire situation- not understanding why this is even moving to this point.

Thanks so much-
Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, March 27, 2019 12:41 PM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Subject: Follow Up

Hi Becky,

I am writing to schedule time that we could meet and touch base about some of the concerns that have been reported through lacrosse. This is in no way disciplinary in nature. I simply would like to meet with you to hear from you what your concerns have been over the last few months. I would like to have a clear understanding from all parties so I am able to provide some guidance on how to move forward. You are welcome to call me if you have any questions at X2019. Please let me know some times that you would be available to meet.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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DIDIO HAUBER, ANDREA

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Sent: Wednesday, March 27, 2019 12:41 PM
To: CARTEEHARING, REBECCA
Subject: Follow Up

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*Thank you,
Andrea*

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, September 4, 2019 2:02 PM
To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A
Subject: RE: CB West Girls' LAX - Coaching

We will meet with you at CB West at 3:00 pm in the main office conference room.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 1:07 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

I don't have a car. My daughter is taking it- I don't need a car for lacrosse practice because I was being picked up from lacrosse practice at 4:30. Would you like to meet at West?

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 1:05 PM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

Becky,

I will expect to see you at 3:00 pm today. Sufficient notice was provided. The reason you were not able to meet at 3:00 pm was due to LAX practice. LAX practice was cancelled for you to attend the meeting at 3:00 pm.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 11:03 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

I now have to take my daughter somewhere now that practice is canceled. She doesn't have her own car. I tried to meet this morning as well. I can meet at 2:30 at West today if that works. I can meet tonight at 6pm if that works.
I am unclear how this meeting is mandatory for today only or it will result in disciplinary action? I am happy to meet, but respectfully, I do need more notice.

I am unclear what you mean by the meeting is about coaching? Do you mean my position as coach?
Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:54 AM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

Good Morning Becky,

The purpose of the meeting is to discuss CB West Girls' LAX coaching for the 2019-2020 school year as outlined in the subject line of the invitation of the meeting. I understand that you were suggesting meeting prior to the practice at 2:15 pm. However, that is part of your contractual day and I do not want to interfere with your contractual time. You had previously indicated that you would prefer not to give up your prep time as that is not time that you can get back. I am hoping that you see that I am working to keep these two roles separate so they do not affect or take anything away from either role.

Now that the 3-4:30 pm scheduled practice is being cancelled, I will expect to meet with you at 20 Welden at 3:00 pm. I want to be perfectly transparent and share with you that failure to attend this meeting regarding CB West Girls' LAX coaching for the 2019-2020 school year could result in disciplinary action.

Thank you,

Andrea

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-----Original Appointment-----

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:17 AM
To: DIDIO HAUBER, ANDREA
Subject: Tentative: CB West Girls' LAX - Coaching
When: Wednesday, September 4, 2019 3:00 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).
Where: 20 Welden

Andrea-

I understand your directive. I was hoping you could see that I would like to meet before the practice.

What is this meeting about?

I don't know that I can make it today.

Becky

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To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A
Subject: RE: CB West Girls' LAX - Coaching

Becky,

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Andrea

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Good Morning Becky,

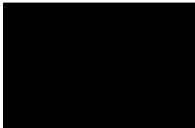
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When: Wednesday, September 4, 2019 3:00 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).
Where: 20 Welden

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Subject: RE: CB West Girls' LAX - Coaching

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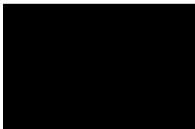
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DIDIO HAUBER, ANDREA

Subject: CB West Girls' LAX - Coaching
Location: 20 Welden

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A
Optional Attendees:Timothy Donovan; GEIGER, GRACEMARIE

Good Morning Becky,

I was clear in my original email that there should be no practices scheduled until we have had a chance to meet. I realize that this was already scheduled when I sent that email. However, since we have not met yet the 3-4:30 pm LAX practice has been cancelled.

We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, September 4, 2019 9:39 AM
To: HUNT, HENRY A; LUCABAUGH, ABE; TURNER, DANIELLE W
Cc: DONOVAN, TIMOTHY
Subject: RE: Meeting this Afternoon

Thanks Henry.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: HUNT, HENRY A <HEHUNT@CBSD.ORG>
Sent: Wednesday, September 4, 2019 9:38 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>
Subject: RE: Meeting this Afternoon

Andrea,

I will have an announcement made at the end of the day cancelling practice so there are no interruptions to instruction. I will also put on our website.

Henry Hunt
Director of Athletics
C.B. West High School

Go Bucks!!!

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 9:33 AM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A

<HEHUNT@CBSD.ORG>

Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>

Subject: Meeting this Afternoon

Importance: High

Abe and Danielle, please plan to meet at 20 Welden in the HR conference room at 3:00 pm.

Henry, please cancel the 3-4:30 practice for CB West Girls' LAX scheduled for this afternoon.

I will send Becky an email informing her that practice is cancelled and we expect to meet with her at 3 pm at 20 Welden.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

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DIDIO HAUBER, ANDREA

Subject: CB West Girls' LAX - Coaching
Location: 20 Welden

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A
Optional Attendees:Timothy Donovan

Good Morning Becky,

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We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

Subject: Canceled: Meeting - CB West Girls' LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Importance: High

DIDIO HAUBER, ANDREA

Subject: Meeting - CB West Girls' LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required AttendeesCARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Becky,

The 3-4:30 pm LAX practice has been cancelled.

We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, September 4, 2019 9:33 AM
To: LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A
Cc: DONOVAN, TIMOTHY
Subject: Meeting this Afternoon

Importance: High

Abe and Danielle, please plan to meet at 20 Welden in the HR conference room at 3:00 pm.

Henry, please cancel the 3-4:30 practice for CB West Girls' LAX scheduled for this afternoon.

I will send Becky an email informing her that practice is cancelled and we expect to meet with her at 3 pm at 20 Welden.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
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DIDIO HAUBER, ANDREA

Subject: Meeting - LAX
Location: 20 Welden Drive

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM

Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A

Becky,

We would like to have a brief meeting at 3 pm to discuss Girls LAX. We will meet at 20 Welden.

Thank you,
Andrea

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Monday, July 1, 2019 10:13 AM
To: GEIGER, GRACEMARIE; TURNER, DANIELLE W
Cc: BOYLE, JONATHAN; HEINE, SUE
Subject: RE: Middle School LAX

Yes

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800



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From: GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>
Sent: Monday, July 1, 2019 10:12 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Cc: BOYLE, JONATHAN <JBOYLE@CBSD.ORG>; HEINE, SUE <SHEINE@CBSD.ORG>
Subject: RE: Middle School LAX

Just checking... that means posting and using the Auxiliary Pay rates, right?

Thank you,

Grace

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Monday, July 1, 2019 10:11 AM
To: TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Cc: BOYLE, JONATHAN <JBOYLE@CBSD.ORG>; HEINE, SUE <SHEINE@CBSD.ORG>; GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>
Subject: RE: Middle School LAX

Ok, then for the time being we will run it through community school.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800



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From: TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Sent: Monday, July 1, 2019 10:09 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: BOYLE, JONATHAN <JBOYLE@CBSD.ORG>; HEINE, SUE <SHEINE@CBSD.ORG>; GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>
Subject: RE: Middle School LAX

The 7th and 8th grade volleyball program will run in the Fall of 2019. Our intention is to run it through community school for FALL 19 and FALL 20. If all goes as planned, I will go to the board in 2020 and ask for it to be added as a sport. After this occurs, I feel that would be the appropriate time to add them to the agreement for coaches salaries.

Danielle Turner, CAA
District Athletic Director
Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901
267-893-4040
www.cbsd.org

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Subject: RE: Middle School LAX

Are these positions that will only run in the summer or are they becoming part of athletic during the school year?

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District

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From: TURNER, DANIELLE W <DTURNER@CBSD.ORG>

Sent: Monday, July 1, 2019 8:04 AM

To: GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>; HEINE, SUE <SHEINE@CBSD.ORG>

Cc: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; BOYLE, JONATHAN <JBOYLE@CBSD.ORG>

Subject: RE: Middle School LAX

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I wanted to run this program the same way we ran the 7th and 8th grade lacrosse when we started it back in 2017. I'm confused because in order for those postings to be EDR---we would need an MOU in place since EDR's are part of the contract. Did we have an MOU at that time?

I don't want to make this an EDR or point position as it is not a "sport" yet---it's just intermural.

I would like to list it like we list the jobs for summer coaches for camp and pay these people though the camp funds similar to how we pay coaches for their summer work.

Andrea-can you weigh in here and let me know how you would like me to proceed?

I am including Jonathan Boyle on this email as we are working on this project together.

Thank you!

Danielle Turner, CAA
District Athletic Director
Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901
267-893-4040
www.cbsd.org

From: GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>

Sent: Thursday, June 27, 2019 3:59 PM

To: HEINE, SUE <SHEINE@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>

Cc: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>

Subject: RE: Middle School LAX

Thanks for that info, Sue.

Danielle, I know you were hoping to get these posted before the holiday, but there are issues. If paid under the Community School budget code, the coaches would be considered vendors, not CB employees, so we would not post the jobs on the Employment Portal (same as the Athletic Trainers who are being paid out of the Community School budget).

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Let me know how you'd like to proceed. Copied Andrea to keep her in the loop.

Thank you,

Grace

Grace Geiger
Assistant to Andrea L. DiDio-Hauber, Director of Human Resources
TalentEd Hire Coordinator
267-893-2084
Fax 267-893-5800
Central Bucks School District



From: HEINE, SUE <SHEINE@CBSD.ORG>
Sent: Thursday, June 27, 2019 11:37 AM
To: GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>
Subject: Middle School LAX

Grace,

That program has not been around for years. We used to pay the coaches, referees, and a lady who did all the scheduling. We had no transportation, the parents used to drive the kids to the different schools and the coaches were the teachers from the middle schools.

I can give you names etc, so you can take a look, but I do not have pay sheets from back that far and I do not remember the rates.

These are all the people who were involved. Maybe you could look up their vendor number and see what rate they were paid.

LAX

[REDACTED]

Coaches for LAX

Holicong-

[REDACTED]

Lenape – [REDACTED]

Tamanend – no coach right now 1/27/12

List of refs for spring lax

Budget code for referees [REDACTED]

[REDACTED]

Susan Heine
CB Community School Director
Educational Services Center
16 Welden Drive
267-893-5708

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Monday, July 1, 2019 10:11 AM
To: TURNER, DANIELLE W
Cc: BOYLE, JONATHAN; HEINE, SUE; GEIGER, GRACEMARIE
Subject: RE: Middle School LAX

Ok, then for the time being we will run it through community school.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
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267-893-4040
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Subject: RE: Middle School LAX

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Let me know how you'd like to proceed. Copied Andrea to keep her in the loop.

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[Central Bucks School District](http://www.cbsd.org)



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LAX

[REDACTED]

Coaches for LAX

Holicong-

[REDACTED]

Phone cell-

[REDACTED]

work

[REDACTED]

Lenape –

[REDACTED]

[REDACTED]

Tamanend – no coach right now 1/27/12

List of refs for spring lax

Budget code for referees

[REDACTED]

[REDACTED]

Susan Heine
CB Community School Director
Educational Services Center
16 Welden Drive
267-893-5708

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267-893-4040
www.cbsd.org

From: GEIGER, GRACEMARIE <GGEIGER@CBSD.ORG>
Sent: Thursday, June 27, 2019 3:59 PM
To: [REDACTED] TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Cc: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: RE: Middle School LAX

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Grace Geiger
Assistant to Andrea L. DiDio-Hauber, Director of Human Resources
TalentEd Hire Coordinator
267-893-2084
Fax 267-893-5800
[Central Bucks School District](http://www.cbsd.org)



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LAX

[REDACTED]

Coaches for LAX

Holicong- [REDACTED] Phone cell- [REDACTED] work [REDACTED]

Lenape – [REDACTED]

Tamanend – no coach right now 1/27/12

List of refs for spring lax

Budget code for referees [REDACTED]

[REDACTED]

[REDACTED]

Educational Services Center

16 Welden Drive
267-893-5708

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, April 30, 2019 9:04 PM
To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; TURNER, DANIELLE W; HUNT, HENRY A; LUCABAUGH, ABE
Subject: Follow Up

Good Evening Becky,

Wanted to follow up and thank you for meeting with Tim, Danielle and I on Monday morning to discuss the email you sent Friday morning and the concerns that you have been communicating with us regarding the concerns that you are having with a parent and student from the LAX team.

I want to confirm a few things for you:

- We are here to support you
- District expectations are that you coach the LAX team
- District expectations are that you coach each and every one of the girls like you would anyone you need to provide feedback
- For your own peace of mind and security have your Assistant Coach with you anytime you need to provide feedback to the student in question
- You are welcome to and should follow up in email to Tim and Danielle if you provide feed back to said student so they are able to provide support and corroboration of the message delivered
- You are the Head Coach we support that and expect that you make decisions like you normally would as a Head Coach
- If you choose to play the student as the Head Coach that is your decision like with any other student
- If you choose not to play the student in questions as the Head Coach that is your decision just like with any other student

[REDACTED]
[REDACTED] That is a lot to deal with when you are not also dealing with a very stressful coaching season this year. I just want to remind you that Tim, Henry, Danielle and I are here to support you always, but especially through these final weeks in your very successful girls LAX season. Also, please know our employee assistance program is always available to you to utilize and is completely confidential in nature. I have included the information below just in case.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084

Fax: 267-893-5800



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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, April 10, 2019 10:06 AM
To: GEIGER, GRACEMARIE
Subject: FW: CBW LAX MEETING
Attachments: CB Coaches Handbook-REVISED Aug 20, 2018.pdf; Code of Conduct for Athletes and Athlete Parent Handbook-REVISED June 2018.docx; Athletic Expectations Parent, Coach and athlete.docx

Grace,

Can you make me 8 copies of these attachments for my 11 am meeting?

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800



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From: TURNER, DANIELLE W <DTURNER@CBS.D.ORG>
Sent: Tuesday, April 9, 2019 12:03 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBS.D.ORG>
Subject: CBW LAX MEETING

Andrea-

I've attached a word document that contains the talking points and references to our materials. Our student athletes and parents sign a Code of Conduct. The complete document is attached. I've cut out the portion that most applies here and highlighted the document. The yellow are good talking points that apply and the red are violations. Our coaches sign a Code of Ethics that corresponds with a handbook. I have attached that as well.

Please let me know if you need more information or have further questions.

Danielle Turner, CAA
District Athletic Director
Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901

267-893-4040

www.cbsd.org

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Monday, April 8, 2019 10:38 AM
To: DONOVAN, TIMOTHY
Cc: CARTEEHARING, REBECCA
Subject: FW: LAX Communication Expectations

Tim,

Please be sure Becky has coverage.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
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Phone: 267-893-2084
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-----Original Appointment-----

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Monday, April 8, 2019 10:33 AM
To: DIDIO HAUBER, ANDREA
Subject: Tentative: LAX Communication Expectations
When: Wednesday, April 10, 2019 11:00 AM-11:30 AM (UTC-05:00) Eastern Time (US & Canada).
Where: 20 Welden Drive

Are we meeting at 20 Weldon? If so, I just want to know about coverage and what I should prepare for my students.
Thank you!

Becky

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DIDIO HAUBER, ANDREA

Subject: LAX Communication Expectations
Location: 20 Welden Drive
Start: Wed 4/10/2019 11:00 AM
End: Wed 4/10/2019 11:30 AM
Show Time As: Tentative
Recurrence: (none)
Meeting Status: Not yet responded
Organizer: DIDIO HAUBER, ANDREA
Required Attendees: CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY; [REDACTED]; GEIGER, GRACEMARIE

DIDIO HAUBER, ANDREA

Subject: FW: LAX Communication Expectations
Location: 20 Welden Drive

Start: Wed 4/10/2019 11:00 AM
End: Wed 4/10/2019 11:30 AM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA

Can you book me a conference room for this meeting?

-----Original Appointment-----
From: DIDIO HAUBER, ANDREA
Sent: Monday, April 8, 2019 9:40 AM
To: DIDIO HAUBER, ANDREA; CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY; [REDACTED]
Subject: LAX Communication Expectations
When: Wednesday, April 10, 2019 11:00 AM-11:30 AM (UTC-05:00) Eastern Time (US & Canada).
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DIDIO HAUBER, ANDREA

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Meeting Status: Not yet responded
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Required Attendees: CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY; [REDACTED]

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Sunday, April 7, 2019 11:36 AM
To: CARTEEHARING, REBECCA; [REDACTED]
Cc: TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A; KOPICKI, JOHN; DONOVAN, TIMOTHY
Subject: Girls LAX Communications

Good Morning [REDACTED] and Coach Carteeharing,

I am writing to request a time for us to meet this upcoming week to discuss the district's expectations of coach/player and coach/parent communications moving forward. Until that time I would request that Tim Donovan, Henry Hunt, Danielle Turner be cc:ed on any emails sent between the two of you.

Please let me know your availability at the following times:

Tuesday, April 9th 11:00 am or 3:30 pm

Wednesday, April 10th 11:00 am or 3:00 pm

Thursday, April 11th - Anytime between 1:30 to 5:00

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901

Email: adidio@cbsd.org

Phone: [267-893-2084](tel:267-893-2084)

Fax: [267-893-5800](tel:267-893-5800)

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, September 4, 2019 2:02 PM
To: CARTEEHARING, REBECCA
Cc: DONOVAN, TIMOTHY; LUCABAUGH, ABE; TURNER, DANIELLE W; HUNT, HENRY A
Subject: RE: CB West Girls' LAX - Coaching

We will meet with you at CB West at 3:00 pm in the main office conference room.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 1:07 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

I don't have a car. My daughter is taking it- I don't need a car for lacrosse practice because I was being picked up from lacrosse practice at 4:30. Would you like to meet at West?

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 1:05 PM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

Becky,

I will expect to see you at 3:00 pm today. Sufficient notice was provided. The reason you were not able to meet at 3:00 pm was due to LAX practice. LAX practice was cancelled for you to attend the meeting at 3:00 pm.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 11:03 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

I now have to take my daughter somewhere now that practice is canceled. She doesn't have her own car. I tried to meet this morning as well. I can meet at 2:30 at West today if that works. I can meet tonight at 6pm if that works.
I am unclear how this meeting is mandatory for today only or it will result in disciplinary action? I am happy to meet, but respectfully, I do need more notice.

I am unclear what you mean by the meeting is about coaching? Do you mean my position as coach?
Becky

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:54 AM
To: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>
Subject: RE: CB West Girls' LAX - Coaching

Good Morning Becky,

The purpose of the meeting is to discuss CB West Girls' LAX coaching for the 2019-2020 school year as outlined in the subject line of the invitation of the meeting. I understand that you were suggesting meeting prior to the practice at 2:15 pm. However, that is part of your contractual day and I do not want to interfere with your contractual time. You had previously indicated that you would prefer not to give up your prep time as that is not time that you can get back. I am hoping that you see that I am working to keep these two roles separate so they do not affect or take anything away from either role.

Now that the 3-4:30 pm scheduled practice is being cancelled, I will expect to meet with you at 20 Welden at 3:00 pm. I want to be perfectly transparent and share with you that failure to attend this meeting regarding CB West Girls' LAX coaching for the 2019-2020 school year could result in disciplinary action.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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-----Original Appointment-----

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, September 4, 2019 10:17 AM
To: DIDIO HAUBER, ANDREA
Subject: Tentative: CB West Girls' LAX - Coaching
When: Wednesday, September 4, 2019 3:00 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).
Where: 20 Welden

Andrea-

I understand your directive. I was hoping you could see that I would like to meet before the practice.

What is this meeting about?

I don't know that I can make it today.

Becky

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Thursday, May 30, 2019 1:37 PM
To: DONOVAN, TIMOTHY; LUCABAUGH, ABE
Subject: RE: Follow Up to Investigation - CB West Girls Lacrosse

Abe,

I believe we determined that 148 was not the correct number and was referenced incorrectly. Can you please advise Tim of the correct number policy so he can share it with the parent?

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>
Sent: Thursday, May 30, 2019 8:42 AM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: FW: Follow Up to Investigation - CB West Girls Lacrosse

Abe and Andrea,

I called this parent and explained report was finished and there was no bullying/harassment. He is still asking for a copy of board policy 148.

Can you please advise as to a response?

Thanks

Tim Donovan
Principal
Central Bucks West High School
267-893-2511
Central Bucks High School West

West Pride: Achievement, Community,

Kindness and Tradition

From: [REDACTED]
Sent: Thursday, May 30, 2019 5:41 AM
To: [REDACTED]
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>
Subject: Re: Follow Up to Investigation - CB West Girls Lacrosse

Warning: This message originated from outside the Central Bucks School District.

Dear Mr. Donovan,
Could you please advise when a response to my communication from last week will be forthcoming.
Regards,
[REDACTED]

On May 23, 2019, at 6:35 PM, [REDACTED] wrote:

Dear Mr. Donovan,
We received the May 6, 2019 communication from your office regarding a harassment investigation of the coach of the women's lacrosse team. I was hoping you could provide an update.

As a preliminary matter, CBSD Board Rule 148 does not appear to be publicly available on the CBSD Policy site (see <https://go.boarddocs.com/pa/cbuc/Board.nsf/Public#>). If you could please send me an electronic copy of the policy to better understand the metes and bounds of the policy as it applies under the circumstances. I thank you in advance for that assistance.

Our daughter, [REDACTED], was subjected to an interview by Board members a few weeks ago. To be candid, she was fairly distraught by the entire process. I understand that accusations of harassment need to be taken seriously, and I sincerely hope that the facts demonstrate that the administration and school Board conducted a thorough investigation of the accusers in this instance prior to disrupting the lives of multiple students, many of whom are in the midst of AP testing, SAT testing and preparation for graduation. It would be a significant disappointment if there was a failure on the part of the administration and the Board in that regard.

In any event, there have been a number of rumors circulating about the investigation and, among other things, the curious behavior of the alleged accusers (these secrets are not well kept) on the part of both the adults and children involved. I suspect you have heard about these rumors and of course in your position I appreciate that you must dismiss those things as just rumors and will not opine on the veracity of anything associated with the investigation. Nonetheless, given that your administration and the Board engaged in the investigation--which I will assume was required under Board Rule 148 (which again does not appear to be publicly available)--I would ask that the Board please share its findings of fact and conclusions following the investigation. It will simply help the women and families involved put this mess behind them. Moreover, looking at the matter objectively, the interested public should be informed as to whether there were any findings of fact that may negatively impact our children. Perhaps this communication is in the works. If so, can you please provide us with

a timeline for when those findings will be released. That would be very much appreciated so that we, as parents and concerned citizens, can make informed decisions about any additional actions that may need to be taken.

In closing, I must admit my bias. The head women's lacrosse coach has had a profoundly positive impact on [REDACTED] and my family. She helped mold [REDACTED] from a relatively quiet, undersized athlete, into a powerfully confident, intelligent, smart, witty, empowered young woman. We as parents can only do so much and it is people like the head lacrosse coach that help fill in the parenting gaps we all have. Without that "gap-filling", [REDACTED] is just not the same young woman ready to take on life's present and future challenges. My instinct tells me your investigation is over and that the findings demonstrate with clear and convincing evidence that there was no wrongdoing on the part of the CB West Varsity lacrosse coach. However, many concerned parents have the right to know our instincts are correct. Additionally, the accusers' motivation and intentions should be carefully scrutinized, particularly if the facts do not demonstrate wrongdoing on the part of the coach. Among the rumors, and again, just rumors, was that this whole mess was a twisted attempt to move a coach out of a coveted coaching position to clear a path for the Lenape Middle School coach to take over at West (truth is stranger than fiction). In short, please don't let the tail wag the dog, which frankly is the perception many have. The 'tail end' of the dog in this situation seems to be determined to ruin a supremely successful lacrosse season and end-of-year celebration. Please try to help prevent that from happening and at the very least release the findings of fact which I anticipate will exonerate the coach and allow the public to make informed decisions about the matter.

Should you wish to discuss, please let me know and I will be happy to meet in person or speak by phone (and please share a copy of that Board rule 148 at your convenience)

Regards,

[REDACTED]

From: "DONOVAN, TIMOTHY" <c
Date: May 6, 2019 at 5:53:09 PM EDT
To: "DONOVAN, TIMOTHY" <TDONOVAN@CBSD.ORG>
Subject: CB West Girls Lacrosse

Dear Parents/Guardians,

Central Bucks West High School has received a complaint of harassment filed against the coach of the varsity girls' lacrosse team. Pursuant to CBSD Board Policy 148, the district is required to verify the legitimacy of this claim; therefore, this email is to inform you that your student athlete will be briefly interviewed as part of this fact-finding process. The interviews will be conducted by the assistant superintendent for secondary education.

Sincerely,

Tim Donovan
Principal
Central Bucks West High School
267-893-2511

Central Bucks High School West

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Kindness and Tradition***

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, May 1, 2019 7:15 PM
To: TURNER, DANIELLE W
Subject: RE: Please review

Ok, just be prepared to respond in that way when she responds to Henry's email which we are certain she will. Please proceed and have Henry send it out.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800



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From: TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Sent: Wednesday, May 1, 2019 7:13 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: Re: Please review

It's not in policy anywhere. It could be considered part of the code of conduct and general sportsmanship. We also read a SOL sportsmanship message at the start of the contest that I could probably quote about respecting officials. We routinely will correct fan behavior as a deterrent during games and have thrown parents and spectators out of games for poor behavior.

D

Sent from my iPhone

On May 1, 2019, at 6:42 PM, DIDIO HAUBER, ANDREA <ADIDIO@cbsd.org> wrote:

This is in policy too, correct? Are we able to quote policy and provide a copy of it?

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800

<image001.png>

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From: TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Sent: Wednesday, May 1, 2019 6:18 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: Please review



It was brought to my attention that on Monday, April 29th at the conclusion of the girl's lacrosse game against North Penn, you approached the officials to discuss your concerns about the CB West team's behavior on the field that night.

It is highly inappropriate for any parent or spectator to approach officials after a game. Our officials are routinely escorted off the field and to the parking lot by our security. You approached the officials on the track as they were trying to exit and get to our security agents.

Due to this incident, you are no longer permitted near the playing field, on the track, or by the team benches. We are requiring that you to sit in the bleachers if you would like to attend a game. If another incident occurs, you will be suspended from attending CB West lacrosse games.

I will have Henry send out tomorrow am with me and Tim copied.

Danielle Turner, CAA
District Athletic Director
Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901
267-893-4040
www.cbsd.org

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, May 1, 2019 6:42 PM
To: TURNER, DANIELLE W
Subject: RE: Please review

This is in policy too, correct? Are we able to quote policy and provide a copy of it?

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Email: adidio@cbsd.org
Phone: 267-893-2084
Fax: 267-893-5800



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From: TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Sent: Wednesday, May 1, 2019 6:18 PM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: Please review



It was brought to my attention that on Monday, April 29th at the conclusion of the girl's lacrosse game against North Penn, you approached the officials to discuss your concerns about the CB West team's behavior on the field that night.

It is highly inappropriate for any parent or spectator to approach officials after a game. Our officials are routinely escorted off the field and to the parking lot by our security. You approached the officials on the track as they were trying to exit and get to our security agents.

Due to this incident, you are no longer permitted near the playing field, on the track, or by the team benches. We are requiring that you to sit in the bleachers if you would like to attend a game. If another incident occurs, you will be suspended from attending CB West lacrosse games.

I will have Henry send out tomorrow am with me and Tim copied.

Danielle Turner, CAA
District Athletic Director

Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901
267-893-4040
www.cbpsd.org

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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Tuesday, April 2, 2019 9:41 AM
To: CARTEEHARING, REBECCA
Cc: TURNER, DANIELLE W
Subject: Re: Meeting - Girls Lacrosse

Good Morning Becky,

Myself, Danielle Turner and you. I'm not sure why you would need someone to take notes. Anything that comes from the meeting I can certainly follow up in writing if that is your concern. As I am sure you are aware coaching positions are no longer part of the CBEA collective bargaining agreement.

We will meet Thursday at CB West at 1 pm. Mr. Donovan will secure me a conference area for us to meet. I will let you know where that is as soon as I am aware.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
20 Welden Drive
Doylestown, PA 18901
Email: adidio@cbsd.org
Phone: [267-893-2084](tel:267-893-2084)
Fax: [267-893-5800](tel:267-893-5800)

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On Apr 2, 2019, at 6:10 AM, CARTEEHARING, REBECCA <RCARTEEHARING@cbsd.org> wrote:

Good Morning Andrea-

I just had two quick questions. Who is attending the meeting and would it be wise for me to bring someone to take notes?

Thanks-

Becky

Sent from my iPhone

On Apr 1, 2019, at 4:40 PM, DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG> wrote:

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<meeting.ics>

DIDIO HAUBER, ANDREA

Subject: Meeting - Girls Lacrosse
Location: CB West
Start: Thu 4/4/2019 1:00 PM
End: Thu 4/4/2019 2:00 PM
Show Time As: Tentative
Recurrence: (none)
Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Thursday, January 3, 2019 4:51 PM
To: KOPICKI, JOHN (JKOPICKI@CBSD.ORG); LUCABAUGH, ABE; GARVIN, NADINE
Subject: Candidates for Interview - Assistant Super
Attachments: Hassler, Jennifer Assist Super Applicant.pdf; Keating, Erin Assist Super Applicant.pdf; Vasquez, David Assist Super Applicant.pdf; Walsh, Matthew Assist Super Applicant.pdf; HOLDING Finnerty, David Assist Super Applicant.pdf; Roth, Michael Assist Super Applicant.pdf

These folks are self-scheduling and I will have a schedule once they select their times.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, September 4, 2019 9:39 AM
To: HUNT, HENRY A; LUCABAUGH, ABE; TURNER, DANIELLE W
Cc: DONOVAN, TIMOTHY
Subject: RE: Meeting this Afternoon

Thanks Henry.

*Thank you,
Andrea*

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: HUNT, HENRY A <HEHUNT@CBSD.ORG>
Sent: Wednesday, September 4, 2019 9:38 AM
To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>
Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>
Subject: RE: Meeting this Afternoon

Andrea,

I will have an announcement made at the end of the day cancelling practice so there are no interruptions to instruction. I will also put on our website.

Henry Hunt
Director of Athletics
C.B. West High School

Go Bucks!!!

From: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Sent: Wednesday, September 4, 2019 9:33 AM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A

<HEHUNT@CBSD.ORG>

Cc: DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>

Subject: Meeting this Afternoon

Importance: High

Abe and Danielle, please plan to meet at 20 Welden in the HR conference room at 3:00 pm.

Henry, please cancel the 3-4:30 practice for CB West Girls' LAX scheduled for this afternoon.

I will send Becky an email informing her that practice is cancelled and we expect to meet with her at 3 pm at 20 Welden.

Thank you,

Andrea

Andrea L. DiDio-Hauber

Director of Human Resources

Central Bucks School District

Phone: 267-893-2084

Fax: 267-893-5800



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DIDIO HAUBER, ANDREA

Subject: CB West Girls' LAX - Coaching
Location: 20 Welden

Start: Wed 9/4/2019 3:00 PM
End: Wed 9/4/2019 3:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: DIDIO HAUBER, ANDREA
Required Attendees:CARTEEHARING, REBECCA; TURNER, DANIELLE W; LUCABAUGH, ABE; HUNT, HENRY A
Optional Attendees:Timothy Donovan; GEIGER, GRACEMARIE

Good Morning Becky,

I was clear in my original email that there should be no practices scheduled until we have had a chance to meet. I realize that this was already scheduled when I sent that email. However, since we have not met yet the 3-4:30 pm LAX practice has been cancelled.

We will expect to meet with you at 3 pm at 20 Welden.

Thank you,
Andrea

Emails numbered 1-20 from various individuals

1

From "TURNER, DANIELLE W" <DTURNER@CBSD.ORG>
Subject **Fwd: Game tomorrow at Pettine**
To "DONOVAN, TIMOTHY" <TDONOVAN@CBSD.ORG>, "DIDIO HAUBER, ANDREA" <ADIDIO@CBSD.ORG>,
"KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Wed, 1 May 2019 11:35:53 +0000

FYI

Sent from my iPhone

Begin forwarded message:

From: Rick Haring <rick.haring@gmail.com>
Date: May 1, 2019 at 7:33:04 AM EDT
To: lenapegirlslacrosse@cbsd.org
Cc: "KRINEY, JASON" <jkriney@cbsd.org>, "TURNER, DANIELLE W" <dturner@cbsd.org>, "LUCABAUGH, ABE" <alucabaugh@cbsd.org>, "SAULLO, GEANINE" <gsaullo@cbsd.org>, "CARTEEHARING, REBECCA" <rcarteeharing@cbsd.org>
Subject: Re: Game tomorrow at Pettine

Warning: This message originated from outside the Central Bucks School District.

Coach Joan,

Unfortunately I was unable to attend yesterday's game, so [REDACTED] and I were discussing the outcome of the game during dinner last night. She mentioned during the discussion that you asked her to assess the defense on the field and recommend which players should or shouldn't be playing defense. [REDACTED] felt uncomfortable with that request. Playing time is the sole discretion of the coach and I don't feel that you should be asking a 14 year-old to assess her teammates especially when not all of them are seeing playing time. Normally I would just send this note to you as outlined in the player/parent handbook, however given the false claims that you've made against my wife, [REDACTED] mom and head coach of the Central Bucks West Girls Lacrosse Team, I am including administration. I would respectfully ask that you limit your 1-on-1 conversations with my daughter and that you refrain from asking her about coaching decisions.

[REDACTED] is aware of this situation and is growing increasingly uncomfortable, but she should have the right to finish out her lacrosse season.

Thank you,
Rick

On Tue, Apr 30, 2019 at 6:56 PM lenapegirlslacrosse@cbsd.org wrote:
Parents and Players,

Great job today team! I'm so proud of the girls getting out of their comfort zones and taking the field to play anywhere the team needed them!!

Tomorrow we have another game. It's technically a home game but will be played at Pettine turf field (behind the west tennis courts). The players will travel by bus from Lenape to the field. I will meet Players on the field. So players grab your gear and get on the bus ASAP, it leaves at 2:40! Parents can pick players up directly from the Pettine turf field after the game ends around 4:30.

The two psyches for our remaining games this week are:
Wednesday- Pink Out!
Friday- USA!

Go Lenape! See you on the field. Hydrate....today was hot!

Coach Joan

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2

From "TURNER, DANIELLE W" <DTURNER@CBSD.ORG>
Subject **FW: Game tomorrow at Pettine**
To "HUNT, HENRY A" <HEHUNT@CBSD.ORG>
Date Wed, 1 May 2019 15:15:23 +0000

Danielle Turner, CAA
District Athletic Director
Central Bucks School District
320 West Swamp Road, Doylestown, PA 18901
267-893-4040
www.cbsd.org

From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>
Sent: Wednesday, May 1, 2019 8:06 AM
To: Rick Haring <rick.haring@gmail.com>
Cc: KRINEY, JASON <JKRINEY@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; SAULLO, GEANINE <GSAULLO@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>
Subject: RE: Game tomorrow at Pettine

What is being done about this?

From: lenapegirlslacrosse <lenapegirlslacrosse@cbsd.org>
Sent: Wednesday, May 1, 2019 8:01 AM
To: Rick Haring <rick.haring@gmail.com>
Cc: KRINEY, JASON <JKRINEY@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; SAULLO, GEANINE <GSAULLO@CBSD.ORG>; CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DONOVAN, TIMOTHY <TDONOVAN@CBSD.ORG>; DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>
Subject: Re: Game tomorrow at Pettine

Rick,

Thanks for your note.

To clarify, I commonly ask all players to give feedback about what they are seeing on the field and offer their thoughts and insights. I then share what I am seeing, this process builds a players lacrosse IQ. This is done collectively as a team and individually with players as they come off the field. I don't treat [REDACTED] any differently than any other player.
If [REDACTED] is uncomfortable talking about lacrosse on a lacrosse field, I will refrain from asking lacrosse related questions. But for the record, her feedback is valuable as she is the goalie and can offer unique perspective on how defense is performing on slides, double teams, etc. particularly from her vantage point.

As for players and their playing time, I make all the decisions.

Lastly, it is highly inappropriate to involve [REDACTED] in a situation related to Coach Cartee's behavior. She is a kid and should be allowed to enjoy a game she loves, it would be a shame if you didn't let her finish the year.

Coach Joan

Joan Natoli
Sent from iPhone

On May 1, 2019, at 7:33 AM, Rick Haring <rick.haring@gmail.com> wrote:

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Coach Joan,

Unfortunately I was unable to attend yesterday's game, so [REDACTED] and I were discussing the outcome of the game during dinner last night. She mentioned during the discussion that you asked her to assess the defense on the field and recommend which players should or shouldn't be playing defense. [REDACTED] felt uncomfortable with that request. Playing time is the sole discretion of the coach and I don't feel that you should be asking a 14 year-old to assess her teammates especially when not all of them are seeing playing time. Normally I would just send this note to you as outlined in the player/parent handbook, however given the false claims that you've made against my wife, [REDACTED] mom and head coach of the Central Bucks West Girls Lacrosse Team, I am including administration. I would respectfully ask that you limit your 1-on-1 conversations with my daughter and that you refrain from asking her about coaching decisions.

[REDACTED] is aware of this situation and is growing increasingly uncomfortable, but she should have the right to finish out her lacrosse season.

Thank you,
Rick

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Coach Joan

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3

From "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Subject **Fwd: URGENT: Please Advise**
To "DIDIO HAUBER, ANDREA" <ADIDIO@CBSD.ORG>
Date Thu, 5 Sep 2019 01:04:34 +0000

Get Outlook for Android

From: Rick Haring <rick.haring@gmail.com>
Sent: Wednesday, September 4, 2019 8:55:03 PM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>; TURNER, DANIELLE W <DTURNER@CBSD.ORG>; HUNT, HENRY A <HEHUNT@CBSD.ORG>; KOPICKI, JOHN <JKOPICKI@CBSD.ORG>
Cc: DARCY, BETH <bdarcy@CBSD.ORG>
Subject: URGENT: Please Advise

Warning: This message originated from outside the Central Bucks School District.

It has come to my attention that the head lacrosse coach of the Central Bucks West Girls Lacrosse team has been terminated, I assume pending Board approval? I would like to know where, when, and how you plan to communicate this information to my daughter, her teammates and parents. Just so you are aware, I would request that you have guidance counselors available upon delivering this news, because the day you interviewed my daughter and other players about the false accusations about the CB West Coach allegedly harassing a player, my daughter spent most of her day in guidance missing classes.

Your decisions about this team continue to disrupt the lives, education and well being of both the coaches and the players. This is not taken lightly. I would certainly hope that you prioritize the health and well being of my daughter and other students.

Sincerely,
Rick Haring

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Case# 2019-08388-3 - JUDGE:39 Received at County of Bucks Prothonotary on 01/06/2020 11:22 AM, Fee = \$0.00. The filer certifies that this filing complies with the provisions of the Public Access Policy of the Unified Judicial System of Pennsylvania: Case Records of the Appellate and Trial Courts that require filing confidential information and documents differently than non-confidential information and documents.

4

From "HUNT, HENRY A" <HEHUNT@CBSD.ORG>
Subject **Fwd: URGENT: Please Advise**
To "DONOVAN, TIMOTHY" <TDONOVAN@CBSD.ORG>
Date Thu, 5 Sep 2019 01:26:45 +0000

FYI

Sent from my iPhone

Begin forwarded message:

From: Rick Haring <rick.haring@gmail.com>
Date: September 4, 2019 at 8:55:03 PM EDT
To: "LUCABAUGH, ABE" <alucabaugh@cbsd.org>, "TURNER, DANIELLE W" <dtuner@cbsd.org>, "HUNT, HENRY A" <HEHUNT@cbsd.org>, "KOPICKI, JOHN" <JKOPICKI@cbsd.org>
Cc: bdarcy@cbsd.org
Subject: URGENT: Please Advise

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Rick Haring

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5

9

From "DONOVAN, TIMOTHY" <TDONOVAN@CBSD.ORG>
Subject **RE: URGENT: Please Advise**
To Rick Haring <rick.haring@gmail.com>, "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>, "TURNER, DANIELLE W" <DTURNER@CBSD.ORG>, "HUNT, HENRY A" <HEHUNT@CBSD.ORG>, "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Fri, 6 Sep 2019 11:29:58 +0000

Mr. Haring,
Mrs. Bagnick was not in the office yet when [REDACTED] came to guidance this morning. I told [REDACTED] that Mrs. Bagnick would call her down as soon as she arrived which she is doing now. All Gt
Thank you.

Tim Donovan
Principal
Central Bucks West High School
267-893-2511
Central Bucks High School West

West Pride: Achievement, Community,
Kindness and Tradition

-----Original Message-----
From: Rick Haring
Sent: Friday, September 6, 2019 7:22 AM
To: LUCABAUGH, ABE ; TURNER, DANIELLE W ; HUNT, HENRY A ; KOPICKI, JOHN ; DONOVAN, TIMOTHY
Cc: DARCY, BETH
Subject: Re: URGENT: Please Advise

Warning: This message originated from outside the Central Bucks School District.
My daughter, [REDACTED] just text me and told me guidance said she could not make an appointment today?!?! Seriously?
This is not what you communicated yesterday in your communication...
Please explain?
Thanks,
Rick

* Sent from my iThingy, so please excuse the typos
> On Sep 4, 2019, at 8:55 PM, Rick Haring wrote:
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>
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> Rick Haring
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7

From "DONOVAN, TIMOTHY" <TDONOVAN@CBSD.ORG>
Subject **RE: URGENT: Please Advise**
To Rick Haring <rick.haring@gmail.com>, "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>, "TURNER, DANIELLE W" <DTURNER@CBSD.ORG>, "HUNT, HENRY A" <HEHUNT@CBSD.ORG>, "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Fri, 6 Sep 2019 11:29:58 +0000

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8

From "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Subject **Fwd: Right-To-Know Request: RTK 4**
To "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>, "DIDIO HAUBER, ANDREA" <ADIDIO@CBSD.ORG>
Date Sun, 8 Sep 2019 22:46:50 +0000

FYI. Not sure where to obtain latter part.

Get [Outlook for Android](#)

From: Rick Haring <rick.haring@gmail.com>
Sent: Sunday, September 8, 2019 5:49:39 PM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>
Cc: earneson@pa.gov <earneson@pa.gov>; jbaxter@pa.gov <jbaxter@pa.gov>
Subject: Right-To-Know Request: RTK 4

Warning: This message originated from outside the Central Bucks School District.

Dear Dr. Lucabaugh,

Attached is an additional Right-To-Know request. I am requesting a copy of former Central Bucks School Board Policy 148, as stated in an email from Timothy Donovan to all Central Bucks West Girls Lacrosse parents on May 7, 2019 at 5:53PM. Additionally, I am seeking all notes, email and communications about Central Bucks School Board Policy 148 between PSBA and Central Bucks School District about the review of Central Bucks School Board Policy 148 referenced by Andrea Didio-Hauber sent on May 8, 2019 at 3:48PM.

Thank you for your assistance in this matter.

Respectfully,
Rick Haring

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6

From "DIDIO HAUBER, ANDREA" <ADIDIO@CBSD.ORG>
Subject **RE: Right-To-Know Request: RTK 4**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>, "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Mon, 9 Sep 2019 12:31:25 +0000

If I am not mistaken we have repeatedly informed Ms. Cartee-Haring that policy 148 was stated in error. I have reviewed all of my old policies that I have and there is no longer a 148. In speaking with Stephanie she indicated that 148 and 248 combined and are now 103. Attached is the email that she was sent on 05.08.2019 along with attachments. The email does indicate that 148 is under review. However, that is because they were being combined from 148 and 248 into 103. CBSD policy 103 is attached and is Nondiscrimination in School and Classroom Practices which was adopted June 25, 2019.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>
Sent: Sunday, September 8, 2019 6:47 PM
To: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>; DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Subject: Fwd: Right-To-Know Request: RTK 4

FYI. Not sure where to obtain latter part.

Get [Outlook for Android](#)

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Sent: Sunday, September 8, 2019 5:49:39 PM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>
Cc: earneson@pa.gov <earneson@pa.gov>; jbaxter@pa.gov <jbaxter@pa.gov>
Subject: Right-To-Know Request: RTK 4

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Respectfully,
Rick Haring

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10

From "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Mon, 16 Sep 2019 14:05:08 +0000

What is the status of the documents that were left for us by Scott Roy? Are we going to see them?

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
Sent: Saturday, September 14, 2019 12:47 PM
To: SMITH, KAREN <kasmith@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; SUITS, TRACY <TSUITS@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>
Subject: Follow-Ups from Board Meeting (9/10)

Warning: This message originated from outside the Central Bucks School District.

Karen Smith,
Dennis Weldon,
Glenn M. Schloeffel,
Lorraine Sciuto-Ballasy,
Tracy R. Suits,
Sharon Collopy,
Jodi R. Schwartz,
Beth Darcy,
John H. Gamble,

My name is Rick Haring and my daughter, [REDACTED] is a Senior at Central Bucks West High School and a member of the Central Bucks West girls lacrosse team. Unfortunately, I was out of town for business on Tuesday evening, so I was unable to attend the School Board Meeting on 9/10. I just listened to the recording and I have a couple of questions that I'd appreciate a response to:

- At 58min 51sec into the board meeting, one of the board members states, "We, as a board, will certainly take it into consideration." **Can you help me understand what this means? I trust you are doing your due diligence to ensure the termination of my daughter's lacrosse coach is legitimate?** I'll refer you to the PSBA website for more information on the process for handling allegations of misconduct involving staff or students if you are not aware (PAGE 24: https://www.psba.org/wp-content/uploads/2016/08/5Intro_School_Law.pdf - The School Leader News Article, Volume 9, No. 11, May 11, 2012, outlines a four-step process)
- A couple minutes after the closing remarks, Scott Roy followed-up with the board about documents his wife Theresa Roy wanted you to see that were taken by Dr. Kopicki. **Have you received and reviewed these documents?**

I want to remind you of what I heard Mrs. George mention to all of you during her speech about your responsibilities and oversight as elected officials. You do have an opportunity to do something. **So I am curious, are you going to do something?** It shouldn't sit well with you that a teacher and a coach who is so well regarded by players, parents and the community can be so suddenly and hastily removed from this role. It leaves plenty of questions because the reasons given make no sense.

I look forward to hearing from you.

Respectfully,
Rick Haring

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11

From "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>
Date Mon, 16 Sep 2019 16:27:28 +0000

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Monday, September 16, 2019 12:06 PM
To: Rick Haring <rick.haring@gmail.com>
Subject: Re: Follow-Ups from Board Meeting (9/10)

Hello Rick,

Thank you for reaching out. That was me who said the words you quoted below. What "this means" is, I took copious notes that night on the information that was shared by the speakers; subsequent to the meeting, I spoke with 4 administrators, separately, to put into context what was expressed and what the investigation revealed. I believe the investigation was fair and thorough (~38 people interviewed) and after my discussions I continue to agree with the Administration's conclusion. Also subsequent to the School Board meeting, no other Board member has expressed to me any change in their support for the Administration's decision.

I can assure you if the Board, or any member of the Board, believes the administration is wrong in their conclusion we/they would not be afraid or opposed to speaking our minds and the Board as a whole would reconsider the position. The Board takes their responsibilities seriously and knows the Chain of Command, and the top of the Chain is the School Board.

Speaking for myself, I've been in the CB community since the third grade, I'm fully vested here and owe nothing to anyone and have no axe to grind. As mentioned above, I firmly believe the Administration conducted a thorough and fair investigation and decided to not renew the contract of the coach and the rest of the Board stands behind that decision as well.

Again thank you for reaching out.

Respectfully,
Glenn

*The documents provided require heavy redaction due to use of names, emails and other personal information. This redaction has required a great deal of time and tax-payer money, we anticipate having the documents to review by the end of the week.

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

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Beth Darcy,
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I look forward to hearing from you.

Respectfully,
Rick Haring

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12

From "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "DARCY, BETH" <bdarcy@CBSD.ORG>, "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>, "SCIUTO BALLASY, LORRAINE" <LSCIUTOBALLASY@CBSD.ORG>, "WELDON, DENNIS" <dweldon@CBSD.ORG>, "GAMBLE, JOHN" <jgamble@CBSD.ORG>, "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>, "SMITH, KAREN" <kasmith@CBSD.ORG>, "COLLOPY, SHARON" <scollopy@CBSD.ORG>
Date Mon, 16 Sep 2019 21:26:27 +0000

Response.

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Monday, September 16, 2019 12:06 PM
To: Rick Haring <rick.haring@gmail.com>
Subject: Re: Follow-Ups from Board Meeting (9/10)

Hello Rick,
Thank you for reaching out. That was me who said the words you quoted below. What "this means" is, I took copious notes that night on the information that was shared by the speakers; subsequent to the meeting, I spoke with 4 administrators, separately, to put into context what was expressed and what the investigation revealed. I believe the investigation was fair and thorough (~38 people interviewed) and after my discussions I continue to agree with the Administration's conclusion. Also subsequent to the School Board meeting, no other Board member has expressed to me any change in their support for the Administration's decision.

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Speaking for myself, I've been in the CB community since the third grade, I'm fully vested here and owe nothing to anyone and have no axe to grind. As mentioned above, I firmly believe the Administration conducted a thorough and fair investigation and decided to not renew the contract of the coach and the rest of the Board stands behind that decision as well.

Again thank you for reaching out.

Respectfully,
Glenn

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Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
Sent: Saturday, September 14, 2019 12:47 PM
To: SMITH, KAREN <kasmith@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; SUITS, TRACY <TSUITS@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>
Subject: Follow-Ups from Board Meeting (9/10)

Warning: This message originated from outside the Central Bucks School District.

Karen Smith,
Dennis Weldon,
Glenn M. Schloeffel,
Lorraine Sciuto-Ballasy,
Tracy R. Suits,
Sharon Collopy,
Jodi R. Schwartz,
Beth Darcy,
John H. Gamble,

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- At 58min 51sec into the board meeting, one of the board members states, "We, as a board, will certainly take it into consideration." **Can you help me understand what this means? I trust you are doing your due diligence to ensure the termination of my daughter's lacrosse coach is legitimate?** I'll refer you to the PSBA website for more information on the process for handling allegations of misconduct involving staff or students if you are not aware (PAGE 24: https://www.psba.org/wp-content/uploads/2016/08/5Intro_School_Law.pdf - The School Leader News Article, Volume 9, No. 11, May 11, 2012, outlines a four-step process)

- A couple minutes after the closing remarks, Scott Roy followed-up with the board about documents his wife Theresa Roy wanted you to see that were taken by Dr. Kopicki. **Have you received and reviewed these documents?**

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I look forward to hearing from you.

Respectfully,
Rick Haring

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13

From "COLLOPY, SHARON" <scollopy@CBSD.ORG>
Subject **Re: Follow-Ups from Board Meeting (9/10)**
To "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Date Mon, 16 Sep 2019 22:04:20 +0000

Thank you for responding to both emails.

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Monday, September 16, 2019 5:26:27 PM
To: DARCY, BETH <bdarcy@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; SMITH, KAREN <kasmith@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>
Cc: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>
Subject: Fw: Follow-Ups from Board Meeting (9/10)

Response.

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
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To: Rick Haring <rick.haring@gmail.com>
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Respectfully,
Glenn

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School Director, Region 3
Central Bucks School District

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Subject: Follow-Ups from Board Meeting (9/10)

Warning: This message originated from outside the Central Bucks School District.

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Dennis Weldon,
Glenn M. Schloeffel,
Lorraine Sciuto-Ballasy,
Tracy R. Suits,
Sharon Collopy,
Jodi R. Schwartz,
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I look forward to hearing from you.

Respectfully,
Rick Haring

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14

From "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "SUITS, TRACY" <TSUITS@CBSD.ORG>, "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>, "GAMBLE, JOHN" <jgamble@CBSD.ORG>, "DARCY, BETH" <bdarcy@CBSD.ORG>, "SCIUTO BALLASY, LORRAINE" <LSCIUTOBALLASY@CBSD.ORG>, "WELDON, DENNIS" <dweldon@CBSD.ORG>, "COLLOPY, SHARON" <scollopy@CBSD.ORG>, "WELDON, DENNIS" <dweldon@CBSD.ORG>
Date Tue, 17 Sep 2019 13:21:02 +0000

And to the husband.

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Tuesday, September 17, 2019 9:12 AM
To: Rick Haring <rick.haring@gmail.com>
Subject: Re: Follow-Ups from Board Meeting (9/10)

I did not read the report, but have been briefed on it several times. This is a personnel matter between Rebecca Cartee-Haring and the School District and I cannot go into details, nor is it the purview of the Board to do so. There is additional information coming to the Administration/Board for our review (from My Roy), we should be able to review it late this week or next. From my understanding, the redaction part is very tedious and time consuming.

Respectfully,
Glenn

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
Sent: Monday, September 16, 2019 3:55 PM
To: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Subject: Re: Follow-Ups from Board Meeting (9/10)

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Hi Glenn,

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Thanks,
Rick

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Respectfully,
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School Director, Region 3

Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
Sent: Saturday, September 14, 2019 12:47 PM
To: SMITH, KAREN <kasmith@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; SUITS, TRACY <TSUITS@CBSD.ORG>; COLLOPY, SHARON <scollop@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>
Subject: Follow-Ups from Board Meeting (9/10)

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I look forward to hearing from you.

Respectfully,
Rick Haring

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15

From "SCHLOEFFEL, GLENN" <gschloeffel@CBSD.ORG>
Subject **Fwd: Follow-Ups from Board Meeting (9/10)**
To "KOPICKI, JOHN" <JKOPICKI@CBSD.ORG>, "DIDIO HAUBER, ANDREA" <ADIDIO@CBSD.ORG>
Date Fri, 20 Sep 2019 18:47:24 +0000

FYI

Sent from my iPhone

Begin forwarded message:

From: Rick Haring <rick.haring@gmail.com>
Date: September 20, 2019 at 2:39:43 PM EDT
To: "SCHLOEFFEL, GLENN" <gschloeffel@cbsd.org>
Subject: Re: Follow-Ups from Board Meeting (9/10)

Warning: This message originated from outside the Central Bucks School District.

Thanks Glenn. I'll be frank, your briefings clearly didn't give you the entire story. I kindly ask that you do your due diligence and support myself and other community members that have concerns about Rebecca Cartee-Haring's "contract" not being renewed as Central Bucks West Girls Lacrosse Head Coach.

Respectfully,
Rick

On Tue, Sep 17, 2019 at 9:12 AM SCHLOEFFEL, GLENN <gschloeffel@cbsd.org> wrote:

I did not read the report, but have been briefed on it several times. This is a personnel matter between Rebecca Cartee-Haring and the School District and I cannot go into details, nor is it the purview of the Board to do so. There is additional information coming to the Administration/Board for our review (from My Roy), we should be able to review it late this week or next. From my understanding, the redaction part is very tedious and time consuming.

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Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
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Subject: Re: Follow-Ups from Board Meeting (9/10)

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Respectfully,
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School Director, Region 3
Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>

Sent: Saturday, September 14, 2019 12:47 PM

To: SMITH, KAREN <kasmith@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; SUITS, TRACY <TSUITS@CBSD.ORG>; COLLOPY, SHARON <scollop@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>

Subject: Follow-Ups from Board Meeting (9/10)

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16

From "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>
Subject **10/?**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Date Fri, 27 Sep 2019 09:25:35 +0000

This contains the word "Lacrosse."

Jodi R. Schwartz
School Board Director, Region 7
Central Bucks School District
jschwartz@cbsd.org

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Tuesday, September 17, 2019 9:21 AM
To: SUITS, TRACY <TSUITS@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>
Cc: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>
Subject: Fw: Follow-Ups from Board Meeting (9/10)

And to the husband.

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School Director, Region 3
Central Bucks School District

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Central Bucks School District

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Tracy R. Suits,
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I look forward to hearing from you.

Respectfully,
Rick Haring

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17

From "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>
Subject **Another one found containing girls**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Date Fri, 27 Sep 2019 09:41:14 +0000

5/4--I am finding them

Jodi R. Schwartz
School Board Director, Region 7
Central Bucks School District
jschwartz@cbsd.org

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Tuesday, September 17, 2019 9:21 AM
To: SUITS, TRACY <TSUITS@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; WELDON, DENNIS <dwdelon@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>; WELDON, DENNIS <dwdelon@CBSD.ORG>
Cc: KOPICKI, JOHN <JKOPICKI@CBSD.ORG>
Subject: Fw: Follow-Ups from Board Meeting (9/10)

And to the husband.

Glenn M. Schloeffel
School Director, Region 3
Central Bucks School District

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Tuesday, September 17, 2019 9:12 AM
To: Rick Haring <rick.haring@gmail.com>
Subject: Re: Follow-Ups from Board Meeting (9/10)

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Respectfully,
Glenn

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School Director, Region 3
Central Bucks School District

From: Rick Haring <rick.haring@gmail.com>
Sent: Monday, September 16, 2019 3:55 PM
To: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Subject: Re: Follow-Ups from Board Meeting (9/10)

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On Mon, Sep 16, 2019 at 12:07 PM SCHLOEFFEL, GLENN <gschloeffel@cbsd.org> wrote:

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Respectfully,
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Central Bucks School District

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Subject: Follow-Ups from Board Meeting (9/10)

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18

From "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Date Fri, 27 Sep 2019 09:49:05 +0000

Same email containing the word Coach.

Jodi R. Schwartz
School Board Director, Region 7
Central Bucks School District
jschwartz@cbsd.org

From: SCHLOEFFEL, GLENN <gschloeffel@CBSD.ORG>
Sent: Tuesday, September 17, 2019 9:21 AM
To: SUITS, TRACY <TSUITS@CBSD.ORG>; SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>; GAMBLE, JOHN <jgamble@CBSD.ORG>; DARCY, BETH <bdarcy@CBSD.ORG>; SCIUTO BALLASY, LORRAINE <LSCIUTOBALLASY@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>; COLLOPY, SHARON <scollopy@CBSD.ORG>; WELDON, DENNIS <dweldon@CBSD.ORG>
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19

Case# 2019-08388-3 - JUDGE:39 Received at County of Bucks Prothonotary on 01/06/2020 11:22 AM, Fee = \$0.00. The filer certifies that this filing complies with the provisions of the Public Access Policy of the Unified Judicial System of Pennsylvania: Case Records of the Appellate and Trial Courts that require filing confidential information and documents differently than non-confidential information and documents.

From "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>
Subject **Contains the word Cartee—I have sent this to you previously**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Date Fri, 27 Sep 2019 09:57:19 +0000

Jodi R. Schwartz
School Board Director, Region 7
Central Bucks School District
jschwartz@cbsd.org

From: SCHWARTZ, JODI <JSCHWARTZ@CBSD.ORG>
Sent: Friday, September 27, 2019 5:41 AM
To: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>
Subject: Another one found containing girls

5/4--I am finding them

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jschwartz@cbsd.org

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Subject: Follow-Ups from Board Meeting (9/10)

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From "SCHWARTZ, JODI" <JSCHWARTZ@CBSD.ORG>
Subject **Fw: Follow-Ups from Board Meeting (9/10)**
To "LUCABAUGH, ABE" <ALUCABAUGH@CBSD.ORG>
Date Fri, 27 Sep 2019 10:01:00 +0000

This contains haring

Jodi R. Schwartz
School Board Director, Region 7
Central Bucks School District
jschwartz@cbsd.org

From: Rick Haring <rick.haring@gmail.com>
Sent: Saturday, September 14, 2019 12:47 PM
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Carteeharing Email 05.08.2019

DIDIO HAUBER, ANDREA

From: DIDIO HAUBER, ANDREA
Sent: Wednesday, May 8, 2019 3:48 PM
To: CARTEEHARING, REBECCA
Cc: KOPICKI, JOHN (JKOPICKI@CBSD.ORG); LUCABAUGH, ABE; DONOVAN, TIMOTHY; TURNER, DANIELLE W; HUNT, HENRY A
Subject: RE: questions/concerns
Attachments: CBSD Public Policy 122 Extracurricular, CoCurricular Activities and Athletics.pdf; CBSD Public Policy 249 Bullying-Cyberbullying.pdf; CBSD Public Policy 448 Unlawful Harassment.pdf; 448-Attach.doc; What PBHCS Can Do For You (Central Bucks SD).pdf

Good Afternoon Becky,

I am going to attempt to answer your questions and assuage your concerns. When a formal complaint is made of bullying/harassment the district is obligated to investigate the allegation. That does not presume that the allegations are true. That is the need and purpose of an investigation.

While I understand that the specific term harassment was not used by Dr. Kopicki to explain the matter to you that does not negate the fact that the allegation is one that indicates that a student is alleging that they have been bullying/harassed.

It is an accurate statement that an email went out to the team indicating that there was going to be an investigation as is required to provide an advance notice, so parents are aware that their child is being questioned. I am sorry that your husband was made aware via email prior to your knowledge. However, to be clear Mr. Donovan, Ms. Turner, Dr. Lucabaugh, Dr. Kopicki and myself have all repeatedly told you that you are fine and supported. I am not sure how much clearer we could have been with you.

We certainly appreciate that you have kept the claims quiet. However, the other party has not, and we are obligated to formally investigate. Therefore, it is impossible to keep the claim under wraps when trying to conduct an investigation.

The assertion, not charges is that a student has claimed to be bullying/harassed as well as verbally and/or emotionally abused by Coach Cartee. The district has received multiple calls, face-to-face meetings for which you have been present and written emails asserting the above. While the district to date has found no evidence of bullying/harassment we are required to conduct a full and thorough investigation to ensure all parties have been interviewed and able to speak regarding their experience.

We are in a policy review with PSBA and policy 148. I have included all policies that have been used in this matter. They include CBSD Policy 122 Extracurricular, Co-curricular Activities and Athletics; CBSD Policy 249 Bullying/Cyberbullying; and CBSD Policy 448 Unlawful Harassment.

Dr. Lucabaugh informed each and every person being interviewed that this was a confidential matter and not to be discussed out of the confines of the room and with Dr. Lucabaugh. I wish I could control the gossip and inuendo. Unfortunately, while we can advise people of our expectation for confidentiality, we cannot control it.

We will most certainly share the outcome of the investigation with you. I am not able to confirm how the team or community will find out the results as that is a decision made by the Superintendent. The consequences for filing a false report will be addressed with the individual(s) involved. It is not appropriate for me to share those consequences.

While you may believe that Ms. Natoli has not been addressed or been spoken to regarding the appropriateness of asking Margot about players on the field the district is not in the practice of sharing these details with others outside of the people involved directly in the matter which means it would be discussed with the individual and the Athletic Director. Has Ms. Natoli continued to ask her about players on the field? To my knowledge that practice has ceased.

Again, I need to reiterate that the discipline of an employee will never be shared with another employee of this district as it is confidential in nature and a personnel matter. I am not clear on why you believe you should receive an apology for another building hiring a coach based on interview. May I also obtain some clarity on who informed you that you were not permitted to hire Ms. Natoli? This is the first I am hearing of this assertion.

I am not able to inform a Board Member that he is not permitted to speak to an employee. However, I will ask the Superintendent to speak to Mr. Gamble informing him that his presence is a distraction to you and that you are uncomfortable.

There is an administrator present at every game. I encourage you to ask them to escort you to your car after the game. I will notify Danielle and Henry today that an Administrator is to escort you to your vehicle after the games.

I assure you that while you feel that the investigation into Bullying/Harassment was a win for them the outcome will prove that the safety and security of all of our students is paramount and getting to the bottom of a situation is what is best for the students and coach.

You indicated that you are wondering what your protections are as an employee. I encourage you to read and review policy 448 attached herein and determine whether or not you feel as though you have been the subject of unlawful harassment. Should that be the case you will need to complete the attachment to 448 included herein.

You also indicate that you have been distraught. I want to remind you that we do have employee assistance program available for your use that is completely confidential. [REDACTED]

As I have repeatedly shared with you please feel free to email, text or call me and I will assist in any way I am able. Once again, my email is: adidio@cbsd.org; 267-227-2028 cell phone and 267-893-2019 office extension.

Thank you,

Andrea

Andrea L. DiDio-Hauber
Director of Human Resources
Central Bucks School District
Phone: 267-893-2084
Fax: 267-893-5800



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From: CARTEEHARING, REBECCA <RCARTEEHARING@CBSD.ORG>

Sent: Wednesday, May 8, 2019 8:09 AM

To: DIDIO HAUBER, ANDREA <ADIDIO@CBSD.ORG>
Cc: Rick Haring (rick.haring@gmail.com) <rick.haring@gmail.com>
Subject: questions/concerns

Hi-

As I am sure you are aware, currently there is an investigation into claims of harassment against me. I am writing to you with a few concerns:

- When I spoke with Dr. Kopicki on Monday 5/6 he told me that there would be an investigation, which I welcomed. What was not made clear to me is that the term harassment would be involved and associated with me as the target of the investigation.
- An email went out to the parents of my entire team, and while I am grateful that my name wasn't in the email, my title was and so of course everyone receiving it knew that the investigation is around me. This email went out even before my JV team finished their game. My husband received this email before I knew about it and was distraught. I never received a copy of the email from the school district.
- I have done everything in my power to keep the claims against me and the details of the past seven months quiet- the team had no idea until that email went out the extent of the claims, and I preferred it that way considering the claims against me have not been substantiated.
- I have not been aware of the specific charges against me of harassment- have there been? What are they? I also don't completely understand what the person making the charges was not first questioned before the entire team.
- I have emailed and my husband emailed (he is a parent of a player) asking about school board policy 148. It does not exist. I have not gotten a formal response as to what policy I am being investigated under. Can you please forward me the policy?
- By yesterday afternoon, teachers in my building knew about the investigation and texted me. My younger daughter's best friend at Lenape was sent a text by her brother asking what was going on and that I was being investigated for harassment. Her friend then said something to her. This is an awful position to place her. Kids I teach know, as I teach siblings of players on the team.
- I have done everything I can to follow the wishes of the school district. I have documented everything and it has taken hours and hours. I have been told over and over that I am supported, yet I have been in meetings and told I cannot remove the player from the team, I have been told that I am insubordinate, and now I am being investigated for harassment. I have asked to have other people with me during meetings and I have been told, I am not part of the union. At every turn, I feel that the concerns of the family have been legitimized by every meeting I have had to be in to answer their concerns. And now, with one email, my reputation has been called into question because the way the email is written makes it seem that the claim was legitimate enough to warrant an investigation.
- I have not been made aware of next steps and I have no idea what to expect will happen at the conclusion of this investigation. How will I find out the results, how will my team find out, how will the Central Bucks community be made aware? What are the consequences for the false claims by the student and the parent, who is also an employee?
- Both of my daughters are distraught- my older daughter spent the day in guidance yesterday after she called me sobbing and my younger daughter has been in tears at home about having to go to practice and games with Joan. My younger daughter continues to feel uncomfortable with Joan Natoli as her coach, yet to my knowledge Joan has never been brought into a meeting for her behaviors of asking Margot about players to field, which my husband outlined in an email (to which there was ZERO response- not even a "hey we received your email") and Joan's actions of not being supportive of me and the high school program (talking ill of me as a coach, approaching refs after a contest to make claims about my players) do not seem to be of concern, as she continues to coach the middle school team. She has continued to email claims that I am a bully and vindictive and to my knowledge, except when you stopped her after she said I had a "history of being vindictive" in the 4/10 meeting, she has not been reprimanded. Nor has anyone apologized to me that she was hired as the coach in the first place after I was told not to hire her.
- I don't like that John Gamble approached me and discussed my employment or that he stood on the team sideline behind the scorers table at our game on Monday. I would like to make it clear to him that given his

extended involvement with Joan Natoli, I do not want him to approach me. He is welcome to come to our games, but his presence while I am coaching on the sideline makes me completely uncomfortable and was absolutely a distraction to me Monday during an extremely important game. I worried that he was going to approach me again.

- I am distraught I feel nervous walking to my car alone. I worry about my younger daughter constantly. I have expressed on numerous occasions that my concern about this family is not hyperbolic- they have been known to lie. I don't believe they will be satisfied until real harm is made against me. Investigating me for harassment was a win for them for sure.

I hope that you will respond to my questions above. I really, really have tried to be patient, but I am wondering what my protections are as an employee?

Becky

Rebecca Cartee-Haring

AP Literature and Composition

AP Language and Composition

11th Grade English

Becoming a Better Writer

C.B. West Head Lacrosse Coach

CONFIDENTIALITY: This e-mail (including any attachments) may contain confidential information. Unauthorized disclosure or use is prohibited. If you received this e-mail in error, please notify the sender and delete this e-mail from your system.

REPORT FORM FOR COMPLAINTS OF UNLAWFUL HARASSMENT

Complainant: _____

Home Address: _____

Home Phone: _____

School Building: _____

Date of Alleged Incident(s): _____

Alleged harassment was based on: (circle those that apply)

Race

Color

National Origin

Gender

Age

Disability

Religion

Sexual Orientation

Name of person you believe violated the district's unlawful harassment policy:

If the alleged harassment was directed against another person, identify the other person:

Describe the incident as clearly as possible, including what force, if any, was used; verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved. Attach additional pages if necessary: _____

When and where incident occurred: _____

List any witnesses who were present: _____

This complaint is based on my honest belief that _____ has harassed me or another person. I certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge.

Complainant's Signature

Date

Received By

Date



Book	Policy Manual
Section	200 Pupils
Title	Bullying/Cyberbullying
Code	249
Status	Active
Legal	1. 24 P.S. 1303.1-A 2. 22 PA Code 12.3 3. Pol. 218 4. 24 P.S. 1302-A 5. Pol. 236 6. Pol. 233 Pol. 103
Adopted	August 28, 2018
Last Reviewed	June 27, 2018

Purpose

The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.

Definitions

Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting and/or outside a school setting, that is severe, persistent or pervasive and has the effect of doing any of the following:^[1]

1. Substantial interference with a student's education.
2. Creation of a threatening environment.
3. Substantial disruption of the orderly operation of the school.

Bullying, as defined in this policy, includes cyberbullying.

School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.^[1]

Authority

The Board prohibits all forms of bullying by district students.[1]

The Board encourages students who have been bullied to promptly report such incidents to the building principal or designee.

The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.[1]

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.
[1]

District administration shall annually provide the following information with the Safe School Report:[1]

1. Board's Bullying Policy.
2. Report of bullying incidents.
3. Information on the development and implementation of any bullying prevention, intervention or education programs.

Guidelines

The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.[1][2][3]

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district website, if available.

Upon learning about a bullying incident, the principal or designee will refer to the Administrative Guidelines accompanying this policy which address district reporting procedures. Confidentiality of all parties shall be maintained consistent with the district's legal and investigative obligations.

Education

The district may develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.[4][1][5]

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:[1][3][6]

1. Counseling within the school.
2. Parental conference.
3. Loss of school privileges.
4. Transfer to another school building, classroom or school bus.
5. Exclusion from school-sponsored activities.
6. Detention.
7. Suspension.
8. Expulsion.
9. Referral to law enforcement officials.

249-Attach.doc (33 KB)



Book	Policy Manual
Section	400 Professional Employees
Title	Unlawful Harassment
Code	448
Status	Active
Legal	1. 42 U.S.C. 2000e et seq 2. 20 U.S.C. 1681 5. Pol. 103 6. Pol. 317 7. Pol. 417 8. Pol. 517 9. 29 CFR 1606.8 10. 29 CFR 1604.11
Adopted	July 23, 2002

Purpose

The Board strives to provide a safe, positive working climate for its employees. Therefore, it shall be the policy of the district to maintain an employment environment in which harassment in any form is not tolerated.

Authority

The Board prohibits all forms of unlawful harassment of employees and third parties by all district students and staff members, contracted individuals, vendors, volunteers, and third parties in the schools. The Board encourages employees and third parties who have been harassed to promptly report such incidents to the designated administrators.[1][2]

The Board directs that complaints of harassment shall be investigated promptly, and corrective action shall be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations.

No reprisals or retaliation shall occur as a result of good faith charges of harassment.

Definitions

For purposes of this policy, **harassment** shall consist of verbal, written, graphic or physical conduct relating to an individual's race, color, national origin/ethnicity, gender, age, disability, sexual orientation, or religion when such conduct:[9]

1. Is sufficiently severe, persistent, or pervasive that it affects an individual's ability to perform job functions or creates an intimidating, threatening, or abusive work environment.
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work performance.
3. Otherwise adversely affects an individual's employment opportunities.

For the purposes of this policy, **sexual harassment** shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, written, graphic, or physical conduct of a sexual nature when:[10]

1. Acceptance of such conduct is made explicitly or implicitly a term or condition of an individual's continued employment.
2. Submission to or rejection of such conduct is the basis for employment decisions affecting the individual.
3. Such conduct is sufficiently severe, persistent, or pervasive that it has the purpose or effect of substantially interfering with the employee's job performance or creating an intimidating, hostile, or offensive work environment.

Examples of conduct that may constitute **sexual harassment** include, but are not limited to, sexual flirtations, advances, touching or propositions, verbal abuse of a sexual nature, graphic or suggestive comments about an individual's dress or body, sexually degrading words to describe an individual, jokes, pin-ups, calendars, objects, graffiti, vulgar statements, abusive language, innuendoes, references to sexual activities, overt sexual conduct, or any conduct that has the effect of unreasonably interfering with an employee's ability to work or creates an intimidating, hostile, or offensive working environment.

Delegation of Responsibility

In order to achieve a work environment that discourages and prohibits unlawful harassment, the Board designates the Superintendent as the district's Compliance Officer. [5]

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents, employees, independent contractors, vendors, and the public. The publication shall include the position, office address, and telephone number of the Compliance Officer.

The administration shall be responsible to provide training for students and employees regarding all aspects of unlawful harassment.

The building principal or designee shall be responsible to complete the following duties when receiving a complaint of unlawful harassment:

1. Inform the employee or third party of the right to file a complaint and the complaint procedure.
2. Notify the complainant and the accused of the progress at appropriate stages of the procedure.

3. Refer the complainant to the Compliance Officer if the building principal is the subject of the complaint.

Guidelines

Complaint Procedure – Employee/Third Party

Step 1 – Reporting

An employee or third party who believes s/he has been subject to conduct that constitutes a violation of this policy is encouraged to report the incident immediately to the building principal.

If the building principal is the subject of a complaint, the employee or third party shall report the incident to the Compliance Officer.

The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.

Step 2 – Investigation

Upon receiving the complaint of unlawful harassment, the building principal shall immediately notify the Compliance Officer. The Compliance Officer shall authorize the building principal to investigate the complaint, unless the building principal is the subject of the complaint or is unable to conduct the investigation.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relative to the investigation.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or had been concluded.

Step 3 – Investigative Report

The building principal shall prepare a written report within fifteen days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.

The findings of the investigation shall be provided to the complainant, the accused, and the Compliance Officer.

Step 4 – District Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur.

Disciplinary actions shall be consistent with the Student Code of Conduct, Board policies and district procedures, applicable collective bargaining agreements, and state and federal laws.

If it is concluded that an employee has knowingly made a false complaint under this policy, such employee shall be subject to disciplinary action, including termination.[6][7][8]

Appeal Procedure

1. If the complainant is not satisfied with a finding that no violation of the policy or with the corrective action recommended in the investigative report, s/he may submit a written appeal to the Compliance Officer within fifteen days.
2. The Compliance Officers shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Compliance Officer shall prepare a written response to the appeal within fifteen days. Copies of the response shall be provided to the complainant, the accused, and the building principal who conducted the initial investigation.

448-Attach.doc (22 KB)



What Penn Behavioral Health Corporate Services Can Do for You!

Penn Behavioral Health Corporate Services (PBHCS) Employee Assistance Program (EAP) is a benefit offered by your employer that is designed to help employees and their family members work through a variety of personal problems as well as work-related issues. Your EAP benefit includes:

Free Problem Assessment and Short-Term Counseling

(5) face-to-face sessions with a masters-level clinician to assess, refer and provide brief counseling. All providers are licensed clinicians with years of experience.

Confidentiality

Seeking help from PBHCS is between you and the counselor. No information can be shared with anyone else unless you give your written permission to the clinician. Your organization supports the PBHCS policy of complete confidentiality.

24-hour Hotline

PBHCS responds to mental health and substance abuse emergencies around the clock. You can call at any time and speak directly with a clinician when you are in a crisis.

Local Availability

PBHCS is a regional Employee Assistance Program with clinicians across the region. We have hundreds of providers close to where you live or work.

Referral for Ongoing Assistance

Need further help? If so, PBHCS will help you find it. We have access to information regarding additional resources in your local community. We can also assist in coordinating your behavioral health benefits if you need ongoing assistance or substance abuse treatment.

Work Life Services

PBHCS puts a wide array of Work-Life related information and resources at your fingertips. Whether you're a parent, caregiver, in need of a pet-sitter, or have a legal or financial issue, our qualified care professionals can help you.

What Does This Mean to You?

Penn Behavioral Health Corporate Services is a resource for any personal problem that you or a family member may have and should be the first resource you call.

[Redacted]

[Redacted]

[Redacted]

0500

[Redacted]

[Redacted]

[Redacted]

BoardDocs Plus CBSD 103 Nondiscrimination in School and Classroom Practices



Book	Policy Manual
Section	100 Programs
Title	Nondiscrimination in School and Classroom Practices
Code	103
Status	Active

Legal

1. 24 P.S. 1301
2. 24 P.S. 1310
3. 24 P.S. 1601-C et seq
4. 22 PA Code 12.1
5. 22 PA Code 12.4
6. 22 PA Code 15.1 et seq
7. 22 PA Code 4.4
8. 24 P.S. 5004
9. 43 P.S. 951 et seq
10. 20 U.S.C. 1681 et seq
11. 29 U.S.C. 794
12. 42 U.S.C. 2000d et seq
13. 42 U.S.C. 12101 et seq
14. Pol. 103.1
15. Pol. 218
16. Pol. 247
17. Pol. 249
18. U.S. Const. Amend. XIV, Equal Protection Clause
19. Pol. 806
20. 20 U.S.C. 1232g
21. 34 CFR Part 99
22. Pol. 216
23. 22 PA Code 15.2
24. 42 U.S.C. 12102
25. Pol. 906
26. 18 Pa. C.S.A. 2709
27. Pol. 815
- 28 CFR Part 35
- 34 CFR Part 104
- 34 CFR Part 106
- 34 CFR Part 110
- Pol. 000
- Pol. 122
- Pol. 123
- Pol. 701

Adopted

June 25, 2019

Authority .

The Board declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs offered in the schools regardless of race, color, age, creed, religion, gender, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability.[1][2][3][4][5][6][7][8][9][10][11][12][13][14][15][16][17][18]

The district shall provide to all students, without discrimination, course offerings, counseling, assistance, employment, athletics and extracurricular activities. The equitable distribution of district resources is one means the district shall use to ensure all students receive a quality education. The district shall provide to each qualified student with a disability enrolled in the district, without cost to the student or parent/guardian, a free and appropriate public education (FAPE). This includes provision of education and related aids, services or accommodations, which are needed to afford each qualified student with a disability equal opportunity to participate in and obtain benefit from educational programs and extracurricular activities without discrimination, to the same extent as each student without a disability, consistent with federal and state laws and regulations.

The Board encourages students and third parties who have been subject to discrimination to report promptly such incidents to designated employees.

The Board directs that complaints of discrimination shall be investigated promptly, and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations.

No reprisals nor retaliation shall occur as the result of good faith charges of discrimination.

Definitions

Qualified student with a disability - a student who has a physical or mental disability which substantially limits or prohibits participation in or access to an aspect of the district's educational programs, nonacademic services or extracurricular activities.[23][24]

Section 504 team - a group of individuals who are knowledgeable about the student, the meaning of the evaluation data and the placement options for the student. This could include, as appropriate, documentation or input from classroom teachers, counselors, psychologists, school nurses, and the student's parents/guardians.

Section 504 Service Agreement (Service Agreement) - an individual plan for a qualified student with a disability which sets forth the specific related aids, services, or accommodations needed by the student, which shall be implemented in school, in transit to and from school, and in all programs and procedures, so that the student has equal access to the benefits of the school's educational programs nonacademic services and extracurricular activities.

Disability Harassment - intimidation or abusive behavior toward a student based on disability that creates a hostile environment by interfering with or denying a student's participation in or receipt of benefits, services, or opportunities in the school's educational programs nonacademic services or extracurricular activities.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Superintendent or his-designee as the district's Compliance Officer.

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees, and the public. Nondiscrimination statements shall include the position, office address, and telephone number of the Compliance Officer.

The Compliance Officer is responsible for monitoring the implementation of nondiscrimination procedures in the following areas:

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provision of training for students and staff to identify and alleviate problems of discrimination.
3. The district shall educate a qualified student with a disability with students who are not disabled to the maximum extent appropriate to the needs of the student with a disability. The district shall not discriminate against any qualified student with a disability in its provision of nonacademic and extracurricular activities.
4. District Support - Assurance that like aspects of the school program receive like support as to staffing and compensation, facilities, equipment, and related areas.
5. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.

The building principal or designee shall be responsible to complete the following duties when receiving a complaint of discrimination:

1. Inform the student or third party of the right to file a complaint and the complaint procedure.
2. Inform the complainant that s/he may be accompanied by a parent/guardian during all steps of the complaint procedure.
3. Notify the complainant and the accused of the progress at appropriate stages of the procedure.
4. Refer the complainant to the Compliance Officer if the building principal is the subject of the complaint.

Guidelines

Complaint Procedure – Student/Third Party

Step 1 – Reporting

A student or third party who believes s/he has been subject to conduct that constitutes a violation of this policy is encouraged to report the incident immediately to the building principal.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal.
[19]

If the building principal is the subject of a complaint, the student, third party, or employee shall report the incident to the Compliance Officer.

The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.

Step 2 – Investigation

Upon receiving a complaint of discrimination, the building principal shall immediately notify the Compliance Officer. The Compliance Officer shall authorize the building principal to investigate the complaint, unless the building principal is the subject of the complaint or is unable to conduct the investigation.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relative to the investigation.

If the investigation results in a determination that the conduct being investigated may involve a violation of criminal law, the building principal shall, after consultation with the Superintendent, inform law enforcement authorities about the incident when appropriate.[19][26][27]

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded.

Step 3 – Investigative Report

The building principal shall prepare and submit a written report to the Compliance Officer within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.

The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition.[20][21][22]

Step 4 – District Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur. District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.

Disciplinary actions shall be consistent with the Student Code of Conduct, Board policies and administrative regulations, district procedures, applicable collective bargaining agreements, and state and federal laws.

Appeal Procedure

1. If the complainant is not satisfied with a finding that no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Compliance Officer with fifteen (15) days.
2. The Compliance Officers shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Compliance Officer shall prepare a written response to the appeal within (15) fifteen days. Copies of the response shall be provided to the complainant, the accused, and the building principal who conducted the initial investigation.

Equivalence Between Schools

The Board directs that services in Title I schools and programs, when taken as a whole, shall be substantially comparable to services in schools and programs that do not receive Title I funds.

Curriculum materials, instructional supplies and percentages of highly qualified personnel shall be equivalent between all district schools when compared on a grade-span by grade-span basis or a school-by-school basis. Records documenting such compliance shall be updated biannually.

The Board understands that equivalence between programs and schools shall not be measured by:

1. Changes in enrollment after the start of the school year.

2. Varying costs associated with providing services to students with disabilities.
3. Unexpected changes in personnel assignments occurring after the beginning of the school year.
4. Expenditures on language instruction education programs.
5. Other expenditures from supplemental state or local funds consistent with the intent of Title I.

Complaints by individuals and organizations regarding implementation of equivalence between schools shall be processed in accordance with Board policy.[25]

Exhibit E

Isenberg, Kelly

From: Isenberg, Kelly
Sent: Wednesday, October 2, 2019 9:15 AM
To: LUCABAUGH, ABE
Cc: Jeffrey P. Garton (JGarton@begleycarlin.com); rcarteeharing@gmail.com
Subject: RE: [External] Files re: OOR Dkt. AP 2019-1585
Attachments: [External] Files re: OOR Dkt. AP 2019-1585

Mr. Lucabaugh:

I am confirming receipt of the correspondence below. Please be mindful that all parties to an appeal must be copied on all communications and correspondence with the OOR. As Ms. Cartee-Haring was not included in your email, I am copying her on this response and attaching the email.

Ms. Cartee-Haring: when you have had the opportunity to review the records provided by the District, please advise whether your Request has been satisfied and you wish to withdraw the appeal. A response is requested by the close of business on Fri., Oct. 11, 2019.

Thank you for your attention to this matter.

Sincerely,
Kelly Isenberg



Kelly C. Isenberg | Attorney
Appeals Officer
Office of Open Records
333 Market Street, 16th Floor
Harrisburg, PA 17101-2234
Phone: (717) 346-9903
Fax: (717) 425-5343
<https://www.openrecords.pa.gov>
@OpenRecordsPA

From: LUCABAUGH, ABE <ALUCABAUGH@CBSD.ORG>
Sent: Tuesday, October 1, 2019 2:27 PM
To: Isenberg, Kelly <kisenberg@pa.gov>
Cc: Jeffrey P. Garton (JGarton@begleycarlin.com) <JGarton@begleycarlin.com>
Subject: [External] Files re: OOR Dkt. AP 2019-1585

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Exhibit F

Isenberg, Kelly

From: Rebecca Cartee-Haring <rcarteeharing@gmail.com>
Sent: Wednesday, October 2, 2019 5:20 PM
To: Isenberg, Kelly
Cc: alucabaugh@cbsd.org; Mazurek Ed
Subject: [External] Re: Cartee-Haring v. Central Bucks Sch. Dist. - OOR Dkt. AP 2019-1585

Follow Up Flag: Follow up
Flag Status: Flagged

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Ms. Isenberg-

I never received any of this documentation from Dr. Lucabaugh, despite what he claims. In fact, the envelop was empty and contained only a letter and no copies of emails.

I would still like to go ahead with my appeal because I know about some emails that are not not included here between the parties listed in the original filing. For example, Joan Natoli sent various emails concerning Coach Cartee. In fact the letter claims, "due to the volume of materials, electronic files will not be provided" and yet Dr. Lucabaugh sent electronic copies here. This would lead me to believe there must be more than he provided here.

Separately, are emails allowed to be redacted once a Right to Know has been filed? If so, what would determine whether something is legally able to be redacted? Are there specific guidelines?

I have included my attorney on this email.

Respectfully,
Rebecca Cartee-Haring

Sent from my iPhone

On Sep 30, 2019, at 4:20 PM, Isenberg, Kelly <kisenberg@pa.gov> wrote:

Mr. Lucabaugh:

The record in the above-referenced appeal closed on Sep. 27, 2019. To date, the OOR does not have a record of a submission by the District. Please confirm whether the District intends to make a submission by the close of business tomorrow, Oct. 1, 2019.

Thank you for your attention to this matter.

Sincerely,
Kelly Isenberg

<image001.png>

Kelly C. Isenberg | Attorney

Appeals Officer

Office of Open Records

333 Market Street, 16th Floor

Harrisburg, PA 17101-2234

Phone: (717) 346-9903

Fax: (717) 425-5343

<https://www.openrecords.pa.gov>

@OpenRecordsPA

Exhibit G

Isenberg, Kelly

From: Isenberg, Kelly
Sent: Tuesday, October 15, 2019 8:09 AM
To: Rebecca Cartee-Haring
Cc: alucabaugh@cbsd.org; Mazurek Ed
Subject: RE: [External] Re: Cartee-Haring v. Central Bucks Sch. Dist. - OOR Dkt. AP 2019-1585

Follow Up Flag: Follow up
Flag Status: Flagged

Ms. Cartee-Haring:

I am confirming receipt of your correspondence.

Regarding your questions, they involve matters that may be factual or legal issues to be resolved in the Final Determination. Accordingly, I cannot provide responses to your questions. The questions may be better presented to your attorney, which you have indicated is copied on these emails. Presently, the Final Determination is due on or before November 18, 2019.

Sincerely,
Kelly Isenberg



Kelly C. Isenberg | Attorney
Appeals Officer
Office of Open Records
333 Market Street, 16th Floor
Harrisburg, PA 17101-2234
Phone: (717) 346-9903
Fax: (717) 425-5343
<https://www.openrecords.pa.gov>
@OpenRecordsPA

From: Rebecca Cartee-Haring <rcarteeharing@gmail.com>
Sent: Monday, October 14, 2019 10:06 PM
To: Isenberg, Kelly <kisenberg@pa.gov>
Cc: alucabaugh@cbsd.org; Mazurek Ed <emazurek@mazureklawfirm.com>
Subject: [External] Re: Cartee-Haring v. Central Bucks Sch. Dist. - OOR Dkt. AP 2019-1585

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA_SPAM@pa.gov.

Ms. Isenberg-
I just want to confirm that you received my response below.
Thank you-
Rebecca

Sent from my iPhone

On Oct 2, 2019, at 5:19 PM, Rebecca Cartee-Haring <rcarteeharing@gmail.com> wrote:

Ms. Isenberg-
I never received any of this documentation from Dr. Lucabaugh, despite what he claims. In fact, the envelop was empty and contained only a letter and no copies of emails.

I would still like to go ahead with my appeal because I know about some emails that are not not included here between the parties listed in the original filing. For example, Joan Natoli sent various emails concerning Coach Cartee. In fact the letter claims, "due to the volume of materials, electronic files will not be provided" and yet Dr. Lucabaugh sent electronic copies here. This would lead me to believe there must be more than he provided here.

Separately, are emails allowed to be redacted once a Right to Know has been filed? If so, what would determine whether something is legally able to be redacted? Are there specific guidelines?

I have included my attorney on this email.

Respectfully,
Rebecca Cartee-Haring

Sent from my iPhone

On Sep 30, 2019, at 4:20 PM, Isenberg, Kelly <kisenberg@pa.gov> wrote:

Mr. Lucabaugh:

The record in the above-referenced appeal closed on Sep. 27, 2019. To date, the OOR does not have a record of a submission by the District. Please confirm whether the District intends to make a submission by the close of business tomorrow, Oct. 1, 2019.

Thank you for your attention to this matter.

Sincerely,
Kelly Isenberg

<image001.png>
Kelly C. Isenberg | Attorney
Appeals Officer
Office of Open Records
333 Market Street, 16th Floor
Harrisburg, PA 17101-2234

Phone: (717) 346-9903

Fax: (717) 425-5343

<https://www.openrecords.pa.gov>

@OpenRecordsPA

Exhibit H

Isenberg, Kelly

From: Rebecca Cartee-Haring <rcarteeharing@gmail.com>
Sent: Thursday, November 7, 2019 6:03 PM
To: Isenberg, Kelly
Cc: alucabaugh@cbsd.org
Subject: [External] Re: Cartee-Haring v. Central Bucks School District - OOR Dkt. AP 2019-1585

Follow Up Flag: Follow up
Flag Status: Flagged

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA_SPAM@pa.gov.

Ms.Isenberg-

While I respect your time, I am hesitant to grant Central Bucks School District another Month. They have not been forthcoming with information and even after they did not submit any information on my appeal for another RTK AP 2019-1088 and a final determination was issued in my favor, they now are taking me to the court of common pleas so that they do not have to follow the final determination issued on September 17.

They seem to have a tactic of delay.

I would ask that if possible a final determination be made on this appeal sooner than the 30 days.

Rebecca Cartee-Haring

Sent from my iPhone

On Nov 7, 2019, at 3:30 PM, Isenberg, Kelly <kisenberg@pa.gov> wrote:

Ms. Cartee-Haring:

Based upon a review of the parties' most recent submissions, we have determined that it is necessary to seek additional evidence from the District in order to further develop the record. To this end, and because the OOR is presently processing an unprecedented number of appeals, it is necessary to seek a thirty-day extension of time to issue the Final Determination.

Pursuant to the RTKL, the Requester is the party from whom permission is needed to extend the timeframe for the issuance of a final determination beyond the thirty day statutory period. Would you agree to an extension such that the Final Determination would be due on or before December 18, 2019? Kindly provide a response to this request as soon as practicable or by the close of business tomorrow, Nov. 8, 2019. If an objection is not received by the close of business tomorrow, the Final Determination issuance deadline will be extended to December 18, 2019.

Thank you in advance for your anticipated cooperation in this regard.

Respectfully submitted,
Kelly Isenberg

<image001.png>
Kelly C. Isenberg | Attorney
Appeals Officer
Office of Open Records
333 Market Street, 16th Floor
Harrisburg, PA 17101-2234
Phone: (717) 346-9903
Fax: (717) 425-5343
<https://www.openrecords.pa.gov>
@OpenRecordsPA

Exhibit I



pennsylvania

OFFICE OF OPEN RECORDS

FINAL DETERMINATION

IN THE MATTER OF

REBECCA CARTEE-HARING,
Requester

v.

CENTRAL BUCKS SCHOOL DISTRICT,
Respondent

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Docket No: AP 2019-1585

INTRODUCTION

Rebecca Cartee-Haring (“Requester”) submitted a request (“Request”) to the Central Bucks School District (“District”) pursuant to the Right-to-Know Law (“RTKL”), 65 P.S. §§ 67.101 *et seq.*, seeking email communications about the District’s Girls Lacrosse Program and Coach. The District partially denied the Request, arguing that certain records relate to a noncriminal investigation. The Requester appealed to the Office of Open Records (“OOR”). For the reasons set forth in this Final Determination, the appeal is **granted in part** and **dismissed as moot in part**, and the District is required to take additional action as directed.

FACTUAL BACKGROUND

On September 4, 2019, the Request was filed, seeking:

All email communications about Central Bucks West Girls Lacrosse Program and/or Head Coach (Rebecca Cartee-Haring) to or from the following: Joan Natoli, Abe Lucabaugh, John Kopicki, Danielle Turner, Andres DiDio, Henry Hunt, Tim Donovan and all or any school board members of Central Bucks. Administrative

notes from meetings concerning Coach Cartee-Haring's behavior, employment and possible termination. 5/1/19- 10/31/19.

On September 10, 2019, the District partially denied the Request, granting access to email records and arguing that the requested administrative notes are exempt because they relate to a noncriminal investigation. 65 P.S. § 67.708(b)(17).

On September 17, 2019, the Requester appealed to the OOR, challenging the sufficiency of the email records and the denial of the administrative notes, and stating grounds for disclosure. The OOR invited both parties to supplement the record and directed the District to notify any third parties of their ability to participate in this appeal.¹ 65 P.S. § 67.1101(c).

On September 30, 2019, the OOR inquired of the District whether it intended to make a submission on appeal, as the record had closed on September 27, 2019. In response to the OOR's inquiry, on October 1, 2019, the District submitted an email attaching records it asserted had been provided to the Requester.

On October 2, 2019, the Requester submitted a position statement disputing that she had previously received the records included in the District's October 1, 2019 email² and asserting that the records are incomplete. The Requester also challenged the redactions made to the records provided.³

¹ In the appeal, the Requester granted the OOR an additional thirty days to issue a Final Determination. See 65 P.S. § 67.1101(b)(1).

² Based on a review of the appeal, we note that the District's response stated that, due to the volume of the records, electronic files would not be provided; rather, the District stated that the records could be accessed at the District Administrative Center. However, because the District has provided the records on appeal, it is not necessary to address the issue on appeal.

³ The District's October 1, 2019 and the Requester's October 2, 2019 submissions were received after the record closed; however, to develop the record, the submissions were considered. See 65 P.S. § 67.1102(b)(3).

LEGAL ANALYSIS

“The objective of the Right to Know Law ... is to empower citizens by affording them access to information concerning the activities of their government.” *SWB Yankees L.L.C. v. Wintermantel*, 45 A.3d 1029, 1041 (Pa. 2012). Further, this important open-government law is “designed to promote access to official government information in order to prohibit secrets, scrutinize the actions of public officials and make public officials accountable for their actions.” *Bowling v. Office of Open Records*, 990 A.2d 813, 824 (Pa. Commw. Ct. 2010), *aff’d* 75 A.3d 453 (Pa. 2013).

The OOR is authorized to hear appeals for all Commonwealth and local agencies. *See* 65 P.S. § 67.503(a). An appeals officer is required “to review all information filed relating to the request” and may consider testimony, evidence and documents that are reasonably probative and relevant to the matter at issue. 65 P.S. § 67.1102(a)(2). An appeals officer may conduct a hearing to resolve an appeal. The law also states that an appeals officer may admit into evidence testimony, evidence and documents that the appeals officer believes to be reasonably probative and relevant to an issue in dispute. *Id.* The decision to hold a hearing is discretionary and non-appealable. *Id.*; *Giurintano v. Pa. Dep’t of Gen. Servs.*, 20 A.3d 613, 617 (Pa. Commw. Ct. 2011). Here, the parties did not request a hearing; however, the OOR has the necessary information and evidence before it to properly adjudicate the matter.

The District is a local agency subject to the RTKL that is required to disclose public records. 65 P.S. § 67.302. Records in possession of a local agency are presumed public unless exempt under the RTKL or other law or protected by a privilege, judicial order or decree. *See* 65 P.S. § 67.305. Upon receipt of a request, an agency is required to assess whether a record requested is within its possession, custody or control and respond within five business days. 65 P.S. § 67.901.

An agency bears the burden of proving the applicability of any cited exemptions. *See* 65 P.S. § 67.708(b).

Section 708 of the RTKL places the burden of proof on the public body to demonstrate that a record is exempt. In pertinent part, Section 708(a) states: “(1) The burden of proving that a record of a Commonwealth agency or local agency is exempt from public access shall be on the Commonwealth agency or local agency receiving a request by a preponderance of the evidence.” 65 P.S. § 67.708(a)(1). Preponderance of the evidence has been defined as “such proof as leads the fact-finder ... to find that the existence of a contested fact is more probable than its nonexistence.” *Pa. State Troopers Ass’n v. Scolforo*, 18 A.3d 435, 439 (Pa. Commw. Ct. 2011) (quoting *Pa. Dep’t of Transp. v. Agric. Lands Condemnation Approval Bd.*, 5 A.3d 821, 827 (Pa. Commw. Ct. 2010)). Likewise, “[t]he burden of proving a record does not exist ... is placed on the agency responding to the right-to-know request.” *Hodges v. Pa. Dep’t of Health*, 29 A.3d 1190, 1192 (Pa. Commw. Ct. 2011).

1. The District provided records on appeal

During the course of the appeal, the District provided records that included hundreds of pages of emails with attachments, along with certain District policy documents. To the extent that the records are unredacted, the appeal as to these records is moot.

2. The District has not proven that no additional responsive records exist

The Requester asserts that she personally knows that emails exist which were not included in the records provided by the District. Section 708 of the RTKL places the burden of proof on the public body to demonstrate that a record is exempt from disclosure. 65 P.S. § 67.708(a)(1). Although the District’s October 1, 2019 email indicates that it was forwarding “what was provided to [the Requester], per the [Request],” it has not presented any legal argument or evidence in this

matter detailing the search for records leading to its determination that no additional responsive records exist within its possession, custody or control. *See Hous. Auth. of the City of Pittsburgh v. Van Osdol*, 40 A.3d. 209 (Pa. Commw. Ct. 2012) (statements of counsel are not competent evidence); *City of Philadelphia v. Juzang*, July Term, 2010 - 2048 (Philadelphia C.P. June 28, 2011) (factual statements in a legal memorandum are not evidence); *Prince v. East Brandywine Twp.*, OOR Dkt. AP 2015-0919, 2015 PA O.O.R.D. LEXIS 1010, *26 (explaining that an unsworn position statement is not competent evidence to meet an agency's burden of proof). Accordingly, the District has failed to prove that no additional responsive records exist within its possession, custody or control. *See Hodges*, 29 A.3d at 1192. However, the OOR is mindful that an agency cannot produce records that do not exist within its "possession, custody or control" and, accordingly, is not ordering the creation of any records. Absent an agency providing a sufficient evidentiary basis that no responsive records exist, the OOR will order disclosure of responsive public records. *See, e.g., Campbell v. Galetton Area Sch. Dist.*, OOR Dkt. AP 2018-2175, 2019 PA O.O.R.D. LEXIS 45.

3. The District has not proven that any portions of the records are exempt from disclosure under the RTKL

The Requester challenges the redactions made to the records provided by the District on appeal. As set forth above, the District has failed to present legal argument or evidence in support of its position on appeal, including in support of any basis for redacting the records. Section 708 of the RTKL places the burden of proof on the public body to demonstrate that a record is exempt from disclosure. 65 P.S. § 67.708(a)(1). Based on the District's failure to provide any evidentiary basis in support of an exemption under the RTKL, the District did not meet its burden of proof under the RTKL. 65 P.S. § 67.305; *see also Cartee-Haring v. Central Bucks Sch. Dist.*, OOR Dkt.

AP 2019-1088, PA O.O.R.D. LEXIS 1262; *Cartee-Haring v. Central Bucks Sch. Dist.*, OOR Dkt.
AP 2019-1092, PA O.O.R.D. LEXIS 1285.

CONCLUSION

For the foregoing reasons, the appeal is **granted in part** and **dismissed as moot in part**, and the District is required to provide all responsive records, unredacted, in accordance with this Final Determination within thirty days. This Final Determination is binding on all parties. Within thirty days of the mailing date of this Final Determination, any party may appeal to the Bucks County Court of Common Pleas. 65 P.S. § 67.1302(a). All parties must be served with notice of the appeal. The OOR also shall be served notice and have an opportunity to respond as per Section 1303 of the RTKL. 65 P.S. § 67.1303. However, as the quasi-judicial tribunal adjudicating this matter, the OOR is not a proper party to any appeal and should not be named as a party.⁴ This Final Determination shall be placed on the OOR website at: <http://openrecords.pa.gov>.

FINAL DETERMINATION ISSUED AND MAILED: November 13, 2019

/s/ Kelly C. Isenberg

APPEALS OFFICER
KELLY C. ISENBERG, ESQ.

Sent to: Rebecca Cartee-Haring (via email only);
Abram Lucabaugh, AORO (via email only)

⁴ *Padgett v. Pa. State Police*, 73 A.3d 644, 648 n.5 (Pa. Commw. Ct. 2013).